

September 29, 2018

**KXLY 4.1, KXLY 4.2, KXLY 4.3, KXLY AM, KXLY FM, KHTQ FM, KZZU FM,  
KEZE FM, KVNI AM, and KXLX AM  
2017 – 2018 ANNUAL EEO PUBLIC FILE REPORT**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KXLY 4.1, KXLY 4.2, KXLY 4.3, KXLY AM, KXLY FM, KHTQ FM, KZZU FM, KEZE FM, KVNI AM, and KXLX AM and is required to be placed in the public inspection files of these stations and posted on their websites.

The information contained in this report covers the time period beginning October 1, 2017 – September 30, 2018 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for all full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC Rules.

For the purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

**2018 EEO Public File Report  
October 1, 2017 – September 30, 2018**

Job Title	Date Position Filled	Recruitment Sources Used	Hire Source	Referral Sources of Interviewees	# of Interviews
Executive News Director	10/9/17	EEO Recruiter List MT Broadcast Assoc. WI Broadcast. Assoc. RickGevers.com LinkedIn.com	Internal applicant (promotion)	Internal applicant – 2 KVEW – 1 Employee Referral - 1	4
TV Local Sales Coordinator	11/8/17	EEO Recruiter List	Gonzaga University website	Employee referral – 1 Greater Spokane Inc. – 1 Indeed.com – 2 Gonzaga website – 1	5
Asst. News Dir./Exec. Producer	11/11/17	EEO Recruiter List LinkedIn.com Twitter	KXLY.COM	KXLY.COM – 3 TVjobs.com – 1 Internal applicant – 2	6
Weekend Anchor/MMJ	12/12/17	EEO Recruiter List LinkedIn.com Twitter	Internal applicant (promotion)	Internal applicant – 3	3
<u>MMJ*</u> MMJ*	<u>1/15/18</u> 2/28/18	EEO Recruiter List LinkedIn.com Twitter TVjobs.com	Internal applicant (promotion) Employee Referral	Internal applicant – 1 Indeed.com – 1 TVJobs.com – 1 Employee referral – 1 Employer initiated - 2	6*
<u>Digital &amp; TV AE*</u> Digital & TV AE*	<u>6/18/18</u> 9/26/18	EEO Recruiter List LinkedIn Ziprecruiter.com	<u>KXLY.com</u> Indeed.com	Employee Referral – 6 Indeed.com – 7 FUSE career fair – 1 KXLY.com – 3 Outside Referral - 2	19*
Front Desk / Prize Coordinator	4/23/18	Internal KXLY Applicants	Internal applicant (promotion)	Internal applicant – 3	3
Radio & Digital Admin Asst.	4/26/18	EEO Recruiter List	Employee Referral	Employee Referral -1 Internal Applicant – 1 Craigslist – 1 Indeed.com – 1	4
Master Control Operator	6/29/18	EEO Recruiter list SBE	KXLY.com	KXLY.com – 1 TVJobs.com – 1 Indeed.com – 3 Employee referral - 1	6
Radio & Digital AE	7/6/18	EEO Recruiter list Spokane Marcom LinkedIn Facebook AllAccess.com	Employee Referral	Employee Referral – 3 Indeed.com - 4	7
TV National Sales Assistant	7/30/18	KXLY.com KXLY employees	Employee Referral	Employee Referral -1 KXLY.com – 1	2
MMJ	8/3/18	EEO Recruiter list Facebook LinkedIn Twitter	KXLY.com	Kxly.com – 1 Employee Referral – 2 Employer initiated – 1	4
Rock 94.5 Mid-Day Host/Production Assistant	8/23/18	EEO Recruiter list Inside Radio LinkedIn All Access	Internal Applicant	All Access – 1 Outside Referral -1 Internal Applicant -1	3
Radio Marketing Manager	9/12/18	EEO Recruiter list	KXLY.com	Kxly.com – 1 Internal Applicant – 2	3
Entry Level Digital & Radio AE	9/13/18	KXLY.com Craigslist Indeed.com Handshake universities: ASU, BSU, EWU, GU, OSU, SPU, UI, UM, UP, UW, WSU, Whitman, Whitworth	Internal Applicant	Internal Applicant – 1 Indeed.com - 1	2

\* Same applicant pool

<b>Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Past Year (this will be a raw number):</b>	77
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<b>Referral Sources</b>	<b># of Interviewees Referred</b>
All Access	1
Craigslist	1
Employer Initiated	3
FUSE Career Fair	1
GSI	1
Gonzaga University	1
Indeed.com	19
KVEW TV	1
KXLY.com	10
KXLY Employee Referral	17
KXLY Internal Applicant	16
Outside Referral	3
TVJobs.com	3

EEO RECRUITER LIST  
10/1/2017– 9/30/2018

Number	Contact Information	Did source request notification	Notify via:	# of interviewees referred by source
1	AARP Foundation Work Search Sandra Moore Karen Johnson 222 W. Mission Ave., Suite 118 Spokane, WA 99207 Phone: 509-325-7712 Fax: 509-325-7729 Email: <a href="mailto:sjmoore@aarp.org">sjmoore@aarp.org</a> and <a href="mailto:kejohnson@aarp.org">kejohnson@aarp.org</a> Website: <a href="http://www.jobsaarp.org">www.jobsaarp.org</a>	Yes	Email	
2	Arizona State University Career Center 522 N. Central Ave., Suite 110 Phoenix, AZ 85004-2165 Phone: 602-496-1213 Fax: 602-496-1255 Email: <a href="mailto:dpccareerservices@asu.edu">dpccareerservices@asu.edu</a> Website: <a href="http://www.asu.edu">www.asu.edu</a>		Website	
3	Big Bend Community College Bonnie Jeffrey, Career Services Coordinator 7662 Chanute Street NE Moses Lake, WA 98837-3299 Phone: 509-793-2069 Fax: 509-762-2696 Email: <a href="mailto:bonniej@bigbend.edu">bonniej@bigbend.edu</a> Website: <a href="http://www.bigbend.edu">www.bigbend.edu</a>	Yes	Email	
4	Boise State University Career Center 1910 University Drive Boise, ID 83725-1310 Phone: 208-426-1747 Fax: 208-426-3437 Email: <a href="mailto:career@boisestate.edu">career@boisestate.edu</a> Website: <a href="http://www.boisestate.edu/">http://www.boisestate.edu/</a>		Website	
5	Central Washington University Kristina Paquette – Employer Relations/Events/Marketing Bouillon 206 400 E. University Way Ellensburg, WA 98926-7499 Phone: 509-963-1921 Fax: 509-963-1921 Email: <a href="mailto:career@cwu.edu">career@cwu.edu</a> Website: <a href="http://www.cwu.edu/">http://www.cwu.edu/</a>		Website	

6	<p>Central Washington University  Department of Communication  Cynthia Mitchell – Journalism Advisor, The Observer  Bouillon 229  400 E. University Way  Ellensburg, WA 98926  Phone: 509-963-1063  Email: <a href="mailto:mitchelc@cwu.edu">mitchelc@cwu.edu</a>  Website: <a href="http://www.cwu.edu/">http://www.cwu.edu/</a></p>		Email	
7	<p>City of Spokane  Civil Service  808 W. Spokane Falls Blvd., 4th Floor  Spokane, WA 99201  Phone: 509-625-6160  Fax: 509-625-6077  Email: <a href="mailto:civilservice@spokanecity.org">civilservice@spokanecity.org</a>  Website: <a href="http://www.spokanecity.org">www.spokanecity.org</a></p>		Email	
8	<p>Collective Talent  Michael Bille  1721 Richardson Place  Tampa, FL 33606  Phone: 813-254-9695  Email: <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a>  Website: <a href="http://www.collectivetalent.com">www.collectivetalent.com</a></p>	Yes	Email	
9	<p>Eastern Washington University  Career Services  Nate Bryant, Employer Relations Mgr.  114 Showalter Hall  Cheney, WA 99004-2431  Phone: 509-359-6058  Fax: 509-359-6940  Email: <a href="mailto:careers@ewu.edu">careers@ewu.edu</a>  Website: <a href="http://www.ewu-csm.symplicity.com/employers">www.ewu-csm.symplicity.com/employers</a></p>		Website	
10	<p>Eastern Washington University  African American Education Program  Dr. Scott Finnie – Director  204 Monroe Hall  Cheney, WA 99004-2420  Phone: 509-359-6152  Email: <a href="mailto:sfinnie@ewu.edu">sfinnie@ewu.edu</a>  Website: <a href="https://www.ewu.edu/">https://www.ewu.edu/</a></p>		Email	
11	<p>Eastern Washington University  Chicano Education Program  Dr. Elisa Facio – Director  203 Monroe Hall  Cheney, WA 99004  Phone: 509-359-6146  Email: <a href="mailto:efacio@ewu.edu">efacio@ewu.edu</a>  Website: <a href="https://www.ewu.edu/">https://www.ewu.edu/</a></p>		Email	

<b>12</b>	Eastern Washington University Journalism Program Bill Stimson 526 Fifth St. Cheney, WA 99004 Phone: 509-359-6034 Email: <a href="mailto:wstimson@ewu.edu">wstimson@ewu.edu</a> Website: <a href="http://www.ewu.edu">www.ewu.edu</a>	Yes	Email	
<b>13</b>	Eastern Washington University Women's Studies Center – Lisa Logan 207F Monroe Hall Cheney, WA 99004 Phone: 509-359-2898 Email: <a href="mailto:llogan83@ewu.edu">llogan83@ewu.edu</a> Website: <a href="http://www.ewu.edu">www.ewu.edu</a>		Email	
<b>14</b>	ENSO Employment Service Ryan Newell 508 W. 6th Ave., #400 Spokane, WA 99204 Phone: 509-475-5263 Fax: 509-326-8188 Email: <a href="mailto:ryan@enso.ws">ryan@enso.ws</a> Website: <a href="http://www.enso.ws/">www.enso.ws/</a>	Yes	Email	
<b>15</b>	Gonzaga University Career Center & GAMP Karen Franks-Harding E. 502 Boone Ave. - MSC 2462 Spokane, WA 99258 Phone: 509-313-4234 Fax: 509-313-5872 Email: <a href="mailto:franks-harding@gonzaga.edu">franks-harding@gonzaga.edu</a> Website: <a href="http://www.zagtrax.net">www.zagtrax.net</a>		Website	1
<b>16</b>	Goodwill Inc. Tammy Bown - Community Employment Job Coach 130 East Third Ave. Spokane, WA 99202 Phone: 509-232-1136 x4445 Fax: 509-444-4371 Email: <a href="mailto:TammyB@giin.org">TammyB@giin.org</a> Website: <a href="http://www.DiscoverGoodwill.org">www.DiscoverGoodwill.org</a>	Yes	Email	
<b>17</b>	Idaho State Association of Broadcasters Connie Searles 1674 W. Hill Road, Suite 3 Boise, ID 83702 Phone: 208-345-3072 Email: <a href="mailto:isba@qwestoffice.net">isba@qwestoffice.net</a> Website: <a href="http://www.idahobroadcasters.org">www.idahobroadcasters.org</a>		Email	
<b>18</b>	Indeed.com 7501 N. Capital of Texas Highway, Bldg. B Austin, TX 78731 Phone: 800-462-5842 Website: <a href="http://www.indeed.com">www.indeed.com</a>		Website	19

<b>19</b>	KAPP TV/KVEW TV Cheryl Sentel P.O. Box 1749 Yakima, WA 98901 Phone: 509-453-0351 Fax: 509-453-3623 Email: cheryls@kapptv.com Website: kapptv.com / kvewtv.com	<b>Yes</b>	<b>Email</b>	<b>1</b>
<b>20</b>	KXLY Broadcast Group All Employees/Employee Referrals/Internal applicants/Employer initiated 500 West Boone Avenue Spokane, WA 99201 Phone: 509-324-4000 Website: kxly.com		<b>Email</b>	<b>36</b>
<b>21</b>	KXLY.com 500 West Boone Avenue Spokane, WA 99201 Phone: Website: <a href="http://www.kxly.com">www.kxly.com</a>		<b>Website</b>	<b>10</b>
<b>22</b>	Media Match Inc. P.O. Box 48220 Los Angeles, CA 90048 Phone: N/A Email: info@media-match.com Website: <a href="http://www.media-match.com/usa/media">www.media-match.com/usa/media</a>		<b>Website</b>	
<b>23</b>	Medialine Rich Everitt 1209 Wood Valley Road August, GA 30909 Phone: 706-364-7564 Email: rich@medialine.com Website: <a href="http://www.medialine.com">www.medialine.com</a>		<b>Email</b>	
<b>24</b>	Montana State University Allen Yarnell Center for Student Success 177 Strand Union Building P.O. Box 174180 Bozeman, MT 59717-4180 Phone: 406-994-7627 Fax: 406-994-5488 Email: <a href="mailto:success@montana.edu">success@montana.edu</a> Website: <a href="http://www.montana.edu/">http://www.montana.edu/</a>		<b>Website</b>	
<b>25</b>	Morgan Murphy Media - WISC-TV Human Resources Jeff Ver Voort 7025 Raymond Rd. Madison, WI 53719 Phone: 608-277-5142 Fax: 608-278-5568 Email: jvervoort@wisctv.com Website: <a href="http://www.channel3000.com">www.channel3000.com</a>	<b>Yes</b>	<b>Email</b>	



26	<p>North Idaho College  Career Services  Carla Madison  1000 W. Garden Ave.  Coeur d'Alene, ID 83814  Phone: 208-625-2364  Fax: 208-769-3292  Email: <a href="mailto:career@nic.edu">career@nic.edu</a>  Website: <a href="http://www.nic.edu/career">www.nic.edu/career</a></p>		Website	
27	<p>Oregon Association of Broadcasters  Keith Shipman  13500 SW Pacific Highway, #58-225  Portland, OR 97223  Phone: 503-443-2299  Email: <a href="mailto:theoab@theoab.org">theoab@theoab.org</a>  Website: <a href="http://www.theoab.org">www.theoab.org</a></p>		Email	
28	<p>Oregon State University  The Career Development Center  Rachel Finch – Employer Relations Manager  B008 Kerr Administration Building  Corvallis, OR 97331-2127  Phone: 541-737-4085  Fax: 541-737-0532  Email: <a href="mailto:Career.Services@oregonstate.edu">Career.Services@oregonstate.edu</a>  Website: <a href="http://oregonstate.edu/">http://oregonstate.edu/</a></p>		Website	
29	<p>QueenB Radio Wisconsin, Inc.  Herb Cody  51 Means Drive  Platteville, WI 53818  Phone: 608-349-2014  Fax: 608-349-2002  Email: <a href="mailto:hcody@queenbradio.com">hcody@queenbradio.com</a></p>	Yes	Email	
30	<p>QueenB Television, LLC, dba WKBT-TV  Marsha Everson  141 S. 6th St.  LaCrosse, WI 54601  Phone: 608-782-4678  Fax: 608-782-4674  Email: <a href="mailto:meverson@wkbt.com">meverson@wkbt.com</a>  Website: <a href="http://www.news8000.com">www.news8000.com</a></p>	Yes	Email	
31	<p>Seattle Pacific University  Center for Career and Calling  Lori Brown – Employer Relations Manager  3307 Third Ave. W., Suite 216  Seattle, WA 98119  Phone: 206-281-2485  Email: <a href="mailto:spucareercenter@spu.edu">spucareercenter@spu.edu</a>  Website: <a href="http://spu.edu/">http://spu.edu/</a></p>		Website	

32	<p>Skills-Kin Program Coordinator Amanda Vazquez 4004 E. Boone Avenue Spokane, WA 99202 Phone: 509-326-6760 Fax: 509-327-3316 Email: <a href="mailto:avazquez@skills-kin.org">avazquez@skills-kin.org</a> Website: <a href="http://www.skills-kin.org">www.skills-kin.org</a></p>	Yes	Email	
33	<p>Specs Howard School of Media Arts Dir. Career Svcs., Nancy Shiner Video Advisor, Tony Sherock Kristin Burns, Dick Kernen 19900 W 9 Mile Road #100 Southfield, MI 48075 Phone: 248-358-9000 Email: <a href="mailto:nshiner@specshoward.edu">nshiner@specshoward.edu</a> <a href="mailto:tsherock@specshoward.edu">tsherock@specshoward.edu</a> <a href="mailto:dkernen@specshoward.edu">dkernen@specshoward.edu</a> <a href="mailto:kburns@specshoward.edu">kburns@specshoward.edu</a> Website: <a href="http://www.specshoward.edu">www.specshoward.edu</a></p>	Yes	Email	
34	<p>Spokane Community College Off Campus Programs Career Transitions Program Denise McKinnon 2917 W. Fort George Wright Dr. Spokane, WA 99224 Phone: 509-279-6039 Fax: 509-279-6070 Email: <a href="mailto:DeniseMcKinnon@scc.spokane.edu">DeniseMcKinnon@scc.spokane.edu</a> Website: <a href="http://www.iel.spokane.edu">www.iel.spokane.edu</a></p>		Email	
35	<p>Spokane Craigslist 1381 9<sup>th</sup> Ave. San Francisco, CA 94122 Phone: 415-566-6394 Website: <a href="http://www.spokane.craigslist.org">www.spokane.craigslist.org</a></p>		Website	1
36	<p>Community Colleges of Spokane (SFCC/SCC) Career &amp; Student Employment Mindy Smith 3410 W. Fort George Wright Drive Spokane, WA 99224 Phone: 509-533-3540 Fax: 509-533-4563 Email: <a href="mailto:mindy.smith@spokanefalls.edu">mindy.smith@spokanefalls.edu</a> Website: <a href="http://myinterfase.com/spokanefalls/employer">myinterfase.com/spokanefalls/employer</a></p>		Website	
37	<p>SpokaneHelpWanted.com 11 Abrams Road Central Valley, NY 10917 Phone: 800-365-8630 Email: <a href="mailto:EmployerSupport@RegionalHelpWanted.com">EmployerSupport@RegionalHelpWanted.com</a> Website: <a href="http://www.spokanehelpwanted.com">www.spokanehelpwanted.com</a></p>		Website	

38	<p>TVJobs.com/AMFMJobs.com  Mark Holloway  PO Box 4116  Oceanside, CA 92052  Phone: 760-754-8177  Fax: 760-754-2115  Email: jobs@tvjobs.com  Website: www.tvjobs.com</p>		Email	3
39	<p>United States Air Force  Discovery Center  Maureen J. Lebel  4 West Castle Street  Fairchild AFB, WA 99011  Phone: 509-247-2246  Fax: 509-247-5099  Email: maureen.lebel@us.af.mil  Website: www.fairchildfamilysupport.org</p>		Email	
40	<p>University of Idaho  Career Services  Idaho Commons Room 334  875 Perimeter Dr. MS 2534  Moscow, ID 83844-2534  Phone: 208-885-6121  Fax: 208-885-2816  Email: careerservices@uidaho.edu  Website: <a href="http://www.uidaho.edu/career-services">www.uidaho.edu/career-services</a>  Job Board: <a href="https://uidaho.joinhandshake.com">https://uidaho.joinhandshake.com</a></p>		Website	
41	<p>University of Montana  School of Journalism  Denise Dowling  32 Campus Dr., Don Anderson Hall  Missoula, MT 59812  Phone: 406-243-4001  Email: denise.dowling@mso.umt.edu  Website: www.jour.umt.edu</p>		Website	
42	<p>University of Oregon  Career Center  Employment Services Specialist  1200 University of Oregon  Eugene, OR 97403-1200  Phone: 541-346-3214  Fax: 541-346-6038  Email: jobs@uoregon.edu  Website: www.uocareer.uoregon.edu</p>		Website	
43	<p>University of Washington  Office of Minority Affairs  Ruth Shigemi  Box 355845  Seattle, WA 98195-5845  Phone: 206-221-2842  Fax: 206-543-2746  Email: rshigemi@u.washington.edu  Website: <a href="http://www.uw.edu">www.uw.edu</a></p>		Email	

44	<p>Washington State Assn of Broadcasters  Char Myers  724 Columbia St. NW, Suite #310  Olympia, WA 98501  Phone: 360-705-0774  Fax: 360-705-0873  Email: <a href="mailto:wsabjobbank@comcast.net">wsabjobbank@comcast.net</a>  Website: <a href="http://www.wsab.org">www.wsab.org</a></p>		Email	
45	<p>Washington State Commission on Hispanic Affairs  P.O. Box 40924  Olympia, WA 98504  Phone: 360-725-5661  Email: <a href="mailto:hispanic@cha.wa.gov">hispanic@cha.wa.gov</a>  Website: <a href="http://cha.wa.gov/">http://cha.wa.gov/</a></p>		Email	
46	<p>Washington State University  Academic Success and Career Services  P.O. Box 641061  Pullman, WA 99164-1061  Phone: 509-335-6000  Fax: 509-335-4015  Email: <a href="mailto:employer.relations@wsu.edu">employer.relations@wsu.edu</a>  Website: <a href="https://wsu.edu/">https://wsu.edu/</a></p>		Website	
47	<p>Washington State University  Murrow College of Communication  Darin Watkins – Director of Communications  Or Lisa Laughter  PO Box 642530  Pullman, WA 99164-2530  Phone: 509-335-7333  Fax: 509-335-3739  Email: <a href="mailto:communication@wsu.edu">communication@wsu.edu</a>  <a href="mailto:darin.watkins@wsu.edu">darin.watkins@wsu.edu</a>  <a href="mailto:laughterl@wsu.edu">laughterl@wsu.edu</a>  Website: <a href="http://www.wsu.edu">www.wsu.edu</a></p>	Yes	Email	
48	<p>Whitman College  Career Center  Margaret Ely  280 Boyer Avenue  Walla Walla, WA 99362  Phone: 509-527-5183  Fax: 509-527-5934  Email: <a href="mailto:jobs_internships@whitman.edu">jobs_internships@whitman.edu</a>  Website: <a href="http://www.whitman.edu">www.whitman.edu</a></p>		Website	
49	<p>Whitworth University  Career Services  Andrew Pyrc  300 West Hawthorne Rd.  Spokane, WA 99251  Phone: 509-777-3272  Fax: 509-777-3731  Email: <a href="mailto:careerservices@whitworth.edu">careerservices@whitworth.edu</a>  Website: <a href="http://www.whitworth.edu">www.whitworth.edu</a></p>		Website	

<b>50</b>	WorkSource Spokane Jeff Miller - Business Solutions 130 S. Arthur Spokane, WA 99202 Phone: 509-532-3136 Fax: 509-532-3066 Email: jemiller@esd.wa.gov Website: <a href="http://www.go2worksource.com">www.go2worksource.com</a>		<b>Website</b>	
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**OTHER REFERRAL SOURCES**

**10/1/2017 – 9/30/2018**

Number	Contact Information	Did source request notification	Notify via:	# of interviewees referred by source
1	Outside Referrals	N		3
2	Greater Spokane Incorporated Nancy Vanni 801 W. Riverside, Suite 100 Spokane, WA 99201 Phone: 509-624-1393 Fax: 509-747-0077 Email: <a href="mailto:info@greaterspokane.org">info@greaterspokane.org</a> Website: <a href="http://www.greaterspokane.org">www.greaterspokane.org</a>	N		1
3	FUSE Career Fair Nate Bryant 114 Showalter Hall Cheney, WA 99004 Ph: 509-359-6058 Fax: 509-359-6940 Nbryant2	N		1
4	All Access 24955 Pacific Coast Highway, C303 Malibu, CA 90265 Ph: 310-457-6616 Fax: 310-457-8058 Allaccess.com	N		1

**EEO OUTREACH INITIATIVES**  
**October 1, 2017 – September 30, 2018**

- Participated in general outreach efforts by such means as job banks or Internet programs such as those described in the model program developed by NASBA.
- Established an internship program in the News department designed to assist college students in acquiring skills needed for broadcast employment.
- Conducted 7 tours of the TV and Radio studios for numerous schools, organizations, and civic groups to give them a behind-the-scenes look at the broadcast industry.
- Provided 4 job shadow opportunities for students to observe employees during the course of their work day for exposure to different broadcasting jobs.
- Radio and TV Sales assisted 4 students on school projects for their advertising class.
- TV and Radio sales participate in a formal mentorship program for entry level sales account executives.  
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- 11/7/17 - KXLY MMJ represented KXLY at the Spokane Public Schools 5th grade career fair and discussed careers in broadcasting.
- 3/1/18 – FUSE Career Fair – HR, Sales, and Radio Promotions attended the FUSE career fair at the Spokane Convention Center. They talked with students from Eastern Washington University, Gonzaga University, Washington State University-Spokane, and Whitworth University about career opportunities at KXLY.
- 4/5/18 – Director of HR and Radio Promotions Manager attended the Whitworth University career fair.  
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- October 2017 – Meteorologist visited Roosevelt Elementary third graders who are studying weather and answered questions about science, weather and being a meteorologist.
- 10/3/17 – MMJ visited Gonzaga University and spoke to students about what it's like working in broadcast news and was also interviewed by students for a couple mock TV shows.
- 10/31/17 - KXLY engineer attended the bi-yearly meeting for TV Communication and Animation class at the Skills Center. Reviewed learning options for students to make them more marketable in the field of broadcasting.
- November 2017 – worked with a Job Specialist to enlist a special needs client for a Coats 4 Kids volunteer project.
- November, 2017 - TV Account Executive participated in a panel (judging) for final group projects in a marketing class at EWU. The instructor set it up like a "Shark Tank" deal where the 9 groups presented business ideas from conception to marketing and budgeting.
- 11/7/17 – Assistant News Director spoke to a class of upper level journalism students at Whitworth University about media ethics, decision making in news and career paths for journalists.

- 11/8/17 – Meteorologist assisted student with science project and answered questions about being a meteorologist.
- 11/10/17 – Radio employee met with students from University of Idaho who were interested in careers in radio. Discussed educational requirements, how to get experience, etc.
- 12/1/17 – Hosted a station tour to Japanese students at Mukogawa Ft. Wright Institute who are learning about the process involved in the making of a television news story, from researching the topic to production in the studio. They learned about the skills and educational background needed to be a newscaster.
- 12/7/17 - SFCC Journalism Club toured the station and learned about careers in broadcasting and how a newsroom works.
- 2/28/18 – GMNW Anchor read to students at Spokane International Academy and also discussed careers in TV Broadcasting.
- 3/1/18 – GMNW Anchor read to students at Ness Elementary and also discussed careers in TV Broadcasting.
- 3/2/18 GMNW Anchor read to students at Progress Elementary and also discussed careers in TV Broadcasting.
- 3/5/18 – News Director did a guest lecture for students at the University of Missouri about Facebook Live and its role in local news. It was an hour-long class for upper division broadcast journalism students.
- March 2018 – TV Sales were guest speakers at EWU's 400 marketing class to discuss career opportunities in broadcasting sales.
- 3/20/18 – Weather Anchor met with National Junior High Honors students from Oakesdale School District to learn about the development and implementation of the Extreme Team Concept and to instill in the students the positive impact that can be made when an idea is formed and positive energy sees the process through to the end.
- 4/13/18 – MMJ met with students from Farmin Stidwell school in Sandpoint, ID to learn about writing, producing, and recording a newscast.
- 5/1/18 – Radio PD met with Lewis and Clark High School seniors about their future plans and career goals.
- 5/1/18 – Coyote Country PD was interviewed for a senior project today for a WSU student's writing and research class.
- 5/23/18 - Radio PD met with Ferris High School seniors about their future plans and career goals.
- 7/13/18 – TV Sales Manager was interviewed by a North Idaho College student whose Mass Communication class assignment was to learn about broadcasting industry past, present and future.
- 8/1/18 – Radio Market Manager was interviewed by a student at Eastern WA University for their Communications class to learn about broadcasting and the radio industry.



- Provide training to new management personnel as to methods of ensuring equal employment opportunity and preventing discrimination.
- Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. Training included:

### **2017**

News Director is attending the prestigious Broadcast Leadership Training through NABEF – 10 month training program that began Sept. 2017 through July 2018.

Employment Law conference- Manager – October

HR Webinar on WA Sick Leave policies – HR – November

Doyle on Demand – TV Sales – December

### **2018**

Management HR topics – New news and sales Management – February

Nielsen Training – Radio Sales- February

NAB Broadcast Leadership Training – News Director – Monthly from Sept 2017 – June 2018

INSHRM Sexual Harassment seminar – HR – March

Associated Industries’ webinar on Ban-The-Box law – March

HR webinar on #MeToo movement – April

Comprehensive Grounding Protection of Communication Sites – Engineering – April

Newsroom employees attended a Storytelling seminar which included one-on-one critiques – April

INSHRM seminar on “WA State’s Paid Family and Medical Leave Act – HR – June

WSAB Recruitment webinar – various hiring managers – June

LMA Advanced Digital training – Radio AE - July

INSHRM seminar on “What’s Real About Race?” – HR – August

Associated Industries’ webinar on “Paid Family Leave Law” –HR August

INSHRM conference on “2018 Legal Updates”– HR – September

Associated Industries’ webinar on “Hot Topics and Trends” –HR September

TV Management attended the NAB SMTE training to work & train with industry leaders – Sept. GM, Engineering, Radio Market Manager, GSM and sales attended the 2018 Radio Show 9/25-28. Provides opportunities to connect with radio power players, discover creative ideas, learn upcoming trends.

September 29, 2017

**KXLY 4.1, KXLY 4.2, KXLY 4.3, KXLY AM, KXLY FM, KHTQ FM, KZZU FM,  
KEZE FM, KVNI AM, and KXLX AM  
2016 – 2017 ANNUAL EEO PUBLIC FILE REPORT**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KXLY 4.1, KXLY 4.2, KXLY 4.3, KXLY AM, KXLY FM, KHTQ FM, KZZU FM, KEZE FM, KVNI AM, and KXLX AM and is required to be placed in the public inspection files of these stations and posted on their websites.

The information contained in this report covers the time period beginning October 1, 2016 – September 30, 2017 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for all full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC Rules.

For the purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

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**2017 EEO Public File Report  
October 1, 2016– September 30, 2017**

Job Title	Date Position Filled	Recruitment Sources Used	Hire Source	Referral Sources of Interviewees	# of Interviews
<u>Weekend Anchor/MMJ*</u> Weekend Anchor/MMJ*	10/1/16 10/8/16	EEO Recruiter List	Internal applicant (promotion) KXLY.com	Internal applicant – 1 TVjobs.com – 2 KXLY.com - 2	5*
Digital & Radio Sales AE	10/10/16	EEO Recruiter List Spokane MarCom	Employee Referral	Employee Referral – 1 Indeed.com – 2	3
<u>Digital &amp; TV AE</u> Digital & TV AE	10/18/16 11/2/16	EEO Recruiter List Spokane MarCom	Indeed.com KXLY.com	Indeed.com – 6 KXLY.com – 3 Whitworth – 1 Outside referral - 1	11*
Radio Admin Assistant	10/24/16	EEO Recruiter List Spokane MarCom	Craigslist	Craigslist – 1 Indeed – 2	3
News Producer	10/25/16	EEO Recruiter List	KXLY.com	Internal applicant – 2 KXLY.com – 1	3
Executive News Producer	10/27/16	EEO Recruiter List	Internal applicant (Promotion)	KXLY.com – 1 LinkedIn – 1 TVJobs.com – 2 Internal applicant – 1	5
Digital Sales Specialist	11/10/16	EEO Recruiter List Spokane MarCom	Employee Referral	Employee Referral – 2 Craigslist – 1 Indeed.com – 3	6
Social Media Producer	12/2/16	EEO Recruiter List	Indeed.com	Indeed.com – 2 EWU – 1 KXLY.com – 1 Employee Referral – 1	5
KEZE FM On-air Talent	1/3/17	EEO Recruiter List RadioInk	Employee Referral	Employee Referral – 1 Internal applicant – 1 KXLY.com – 1	3
<u>Digital &amp; TV AE*</u> Digital & TV AE*	2/1/17 2/17/17	EEO Recruiter List Spokane MarCom	Internal applicant (promotion) Outside Referral	Outside Referral – 2 Internal applicant - 1	3
Digital Content Manager	2/1/17	EEO Recruiter List	Internal applicant (promotion)	Internal applicant – 2	2
Radio Admin Assistant	2/15/17	EEO Recruiter List	Indeed.com	Indeed.com – 2 Outside Referral – 1	3
920 Producer	2/22/17	EEO Recruiter List RadioInk	Internal applicant (promotion)	RadioInk – 1 Internal applicant – 1 Employee referral – 1	3
Digital Development Specialist	3/12/17	EEO Recruiter List Spokane MarCom	Internal applicant (promotion)	Internal applicant – 1 Craigslist – 1 Employee Referral – 1	3
Radio General Sales Manager	3/22/17	EEO Recruiter List	Employee Referral	Employee referral – 2 Indeed.com – 1	3
Weekend Weather Anchor/MMJ	4/4/17	EEO Recruiter List	Internal applicant (promotion)	Internal applicant - 1	1
Radio Admin Assistant	4/12/17	EEO Recruiter List	KXLY.com	KXLY.com – 1 Indeed.com – 9 Employee referral - 1	11
Photojournalist/MMJ	4/12/17	EEO Recruiter List	Indeed.com	Indeed.com – 2 KXLY.com – 1	3
<u>MMJ*</u> MMJ*	4/7/17 4/14/17	EEO Recruiter List	KXLY.com WSU	KXLY.com – 2 Indeed.com 1 WSU – 1	4*
Digital Media Specialist	4/17/17	EEO Recruiter List Spokane MarCom	Spokane MarCom	Spokane Marcom – 2 Indeed.com – 4 KXLY.com – 1 Craigslist - 1	8
Social Media Producer	4/18/17	EEO Recruiter List LinkedIn.com	LinkedIn.com	LinkedIn.com – 1 Employee Referral – 1 Internal applicant – 1	3

Weeknight Anchor/MMJ	5/2/17	EEO Recruiter List	Employer Initiated	Employer initiated – 1 Employee referral – 1 CBK Media Mgmt. – 1 DCA Talent – 1 LornaDave Agency - 1	5
Digital & Television AE*	5/18/17	EEO Recruiter List	Indeed.com	Indeed.com - 4	5*
Digital & Television AE *	5/19/17	Spokane MarCom	Employee Referral	Employee Referral – 1	
Social Media Producer	6/1/17	EEO Recruiter List	Employee Referral	Employee Referral – 1 Worksource – 1	2
MMJ*	6/21/17	EEO Recruiter List	KXLY.com	Employee Referral - 1 Outside Referral – 1 KXLY.com – 2	4*
MMJ*	7/31/17		Employee Referral		
Producer (6PM)*	6/14/17	EEO Recruiter List	Internal applicant (promotion)	Internal applicant - 3	3*
Producer (5PM)*	7/6/17		Internal applicant (promotion)		
Digital & Radio AE*	6/30/17	EEO Recruiter List	Employee Referral	Employee Referral - 2	2*
Digital & Radio AE *	7/14/17		LinkedIn Facebook		
National Sales Assistant	7/19/17	EEO Recruiter List	Employee Referral	Employee referral – 1 Indeed.com - 4	5
Sports Anchor/MMJ	8/8/17	EEO Recruiter List	Employee Referral	Employee Referral – 1 KXLY.com – 2 TVjobs.com – 1 Internal applicant – 1	5
Local Sales Manager	9/1/17	Exigent Circumstances	Internal Promotion	Internal applicant – 1	1

\* Same applicant pool

<b>Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Past Year (this will be a raw number):</b>	<b>123</b>
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Referral Sources	# of Interviewees Referred
Craigslist	4
CBK Media Management	1
DCA Talent	1
Eastern WA University	1
Employer Initiated	1
Indeed.com	42
KXLY.com	18
KXLY Employee Referral	19
KXLY Internal Applicant	17
LinkedIn	2
LornaDave Agency	1
Outside Referral	5
Radio Ink	1
Spokane MarCom	2
TVJobs.com	5
Whitworth	1
WorkSource	1
WSU	1

EEO RECRUITER LIST  
10/1/2016– 9/30/2017

Number	Contact Information	Did source request notification	Notify via:	# of interviewees referred by source
1	<p>AARP Foundation Work Search Sandra Moore Karen Johnson 222 W. Mission Ave., Suite 118 Spokane, WA 99207 Phone: 509-325-7712 Fax: 509-325-7729 Email: <a href="mailto:sjmoore@aarp.org">sjmoore@aarp.org</a> and <a href="mailto:kejohnson@aarp.org">kejohnson@aarp.org</a> Website: <a href="http://www.jobsaarp.org">www.jobsaarp.org</a></p>	Yes	Email	
2	<p>Arizona State University Career Center 522 N. Central Ave., Suite 110 Phoenix, AZ 85004-2165 Phone: 602-496-1213 Fax: 602-496-1255 Email: <a href="mailto:dpccareerservices@asu.edu">dpccareerservices@asu.edu</a> Website: <a href="http://www.asu.edu">www.asu.edu</a></p>		Website	
3	<p>Big Bend Community College Bonnie Jeffrey, Career Services Coordinator 7662 Chanute Street NE Moses Lake, WA 98837-3299 Phone: 509-793-2069 Fax: 509-762-2696 Email: <a href="mailto:bonniej@bigbend.edu">bonniej@bigbend.edu</a> Website: <a href="http://www.bigbend.edu">www.bigbend.edu</a></p>	Yes	Email	
4	<p>Boise State University Career Center 1910 University Drive Boise, ID 83725-1310 Phone: 208-426-1747 Fax: 208-426-3437 Email: <a href="mailto:career@boisestate.edu">career@boisestate.edu</a> Website: <a href="http://www.boisestate.edu/">http://www.boisestate.edu/</a></p>		Website	
5	<p>Central Washington University Kristina Paquette – Employer Relations/Events/Marketing Bouillon 206 400 E. University Way Ellensburg, WA 98926-7499 Phone: 509-963-1921 Fax: 509-963-1921 Email: <a href="mailto:career@cwu.edu">career@cwu.edu</a> Website: <a href="http://www.cwu.edu/">http://www.cwu.edu/</a></p>		Website	

6	<p>Central Washington University  Department of Communication  Cynthia Mitchell – Journalism Advisor, The Observer  Bouillon 229  400 E. University Way  Ellensburg, WA 98926  Phone: 509-963-1063  Email: <a href="mailto:mitchelc@cwu.edu">mitchelc@cwu.edu</a>  Website: <a href="http://www.cwu.edu/">http://www.cwu.edu/</a></p>		Email	
7	<p>Central Washington University  Film and Video Studies  Jon Ward – Co-Director of Film and Video Studies OR  Liahna Armstrong, Co-Director of Film and Video Studies  Bouillon 224 OR L&amp;L 403F  400 E. University Way  Ellensburg, WA 98926-7438  Phone: 509-963-2893  509-963-3178  Email: <a href="mailto:jonward@cwu.edu">jonward@cwu.edu</a>  <a href="mailto:lotus@cwu.edu">lotus@cwu.edu</a>  Website: <a href="http://www.cwu.edu/">http://www.cwu.edu/</a></p>		Email	
8	<p>City of Spokane  Civil Service  808 W. Spokane Falls Blvd., 4th Floor  Spokane, WA 99201  Phone: 509-625-6160  Fax: 509-625-6077  Email: <a href="mailto:civilservice@spokanecity.org">civilservice@spokanecity.org</a>  Website: <a href="http://www.spokanecity.org">www.spokanecity.org</a></p>		Email	
9	<p>Collective Talent  Michael Bille  1721 Richardson Place  Tampa, FL 33606  Phone: 813-254-9695  Email: <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a>  Website: <a href="http://www.collectivetalent.com">www.collectivetalent.com</a></p>	Yes	Email	
10	<p>Eastern Washington University  Career Services  Nate Bryant, Employer Relations Mgr.  114 Showalter Hall  Cheney, WA 99004-2431  Phone: 509-359-6058  Fax: 509-359-6940  Email: <a href="mailto:careers@ewu.edu">careers@ewu.edu</a>  Website: <a href="http://www.ewu-csm.symplicity.com/employers">www.ewu-csm.symplicity.com/employers</a></p>		Website	
11	<p>Eastern Washington University  African American Education Program  Dr. Scott Finnie – Director  204 Monroe Hall  Cheney, WA 99004-2420  Phone: 509-359-6152  Email: <a href="mailto:sfinnie@ewu.edu">sfinnie@ewu.edu</a>  Website: <a href="https://www.ewu.edu/">https://www.ewu.edu/</a></p>		Email	

12	<p>Eastern Washington University  Chicano Education Program  Dr. Elisa Facio – Director  203 Monroe Hall  Cheney, WA 99004  Phone: 509-359-6146  Email: <a href="mailto:efacio@ewu.edu">efacio@ewu.edu</a>  Website: <a href="https://www.ewu.edu/">https://www.ewu.edu/</a></p>		Email	1
13	<p>Eastern Washington University  Journalism Program  Bill Stimson  526 Fifth St.  Cheney, WA 99004  Phone: 509-359-6034  Email: <a href="mailto:wstimson@ewu.edu">wstimson@ewu.edu</a>  Website: <a href="http://www.ewu.edu">www.ewu.edu</a></p>	Yes	Email	
14	<p>Eastern Washington University  Women's Studies Center – Lisa Logan  207F Monroe Hall  Cheney, WA 99004  Phone: 509-359-2898  Email: <a href="mailto:llogan83@ewu.edu">llogan83@ewu.edu</a>  Website: <a href="http://www.ewu.edu">www.ewu.edu</a></p>		Email	
15	<p>ENSO  Employment Service  Ryan Newell  508 W. 6th Ave., #400  Spokane, WA 99204  Phone: 509-475-5263  Fax: 509-326-8188  Email: <a href="mailto:ryan@enso.ws">ryan@enso.ws</a>  Website: <a href="http://www.enso.ws/">www.enso.ws/</a></p>	Yes	Email	
16	<p>Gonzaga University  Career Center &amp; GAMP  Karen Franks-Harding  E. 502 Boone Ave. - MSC 2462  Spokane, WA 99258  Phone: 509-313-4234  Fax: 509-313-5872  Email: <a href="mailto:franks-harding@gonzaga.edu">franks-harding@gonzaga.edu</a>  Website: <a href="http://www.zagtrax.net">www.zagtrax.net</a></p>		Website	
17	<p>Goodwill Inc.  Tammy Bown - Community Employment Job Coach  130 East Third Ave.  Spokane, WA 99202  Phone: 509-232-1136 x4445  Fax: 509-444-4371  Email: <a href="mailto:TammyB@giin.org">TammyB@giin.org</a>  Website: <a href="http://www.DiscoverGoodwill.org">www.DiscoverGoodwill.org</a></p>	Yes	Email	



18	Greater Spokane Incorporated Nancy Vanni 801 W. Riverside, Suite 100 Spokane, WA 99201 Phone: 509-624-1393 Fax: 509-747-0077 Email: <a href="mailto:info@greaterspokane.org">info@greaterspokane.org</a> Website: <a href="http://www.greaterspokane.org">www.greaterspokane.org</a>		Website	
19	Hiring our Heroes 1615 H. Street N.W. Washington, D.C. 20062-2000 Phone: Email: <a href="mailto:support@myhoh.org">support@myhoh.org</a> Website: <a href="http://www.myhoh.org">www.myhoh.org</a>		Website	
20	Idaho Department of Labor 317 W. Main Street Boise, ID 83735 Phone: 208-332-3570 Website: <a href="http://www.labor.idaho.gov">www.labor.idaho.gov</a>		Website	
21	Idaho State Association of Broadcasters Connie Searles 1674 W. Hill Road, Suite 3 Boise, ID 83702 Phone: 208-345-3072 Email: <a href="mailto:isba@qwestoffice.net">isba@qwestoffice.net</a> Website: <a href="http://www.idahobroadcasters.org">www.idahobroadcasters.org</a>		Email	
22	Idaho State University Career Center Museum Building, Room 418 Campus Stop 8108 Pocatello, ID 83209 Phone: 208-282-2380 Fax: 208-282-4611 Email: <a href="mailto:careers@isu.edu">careers@isu.edu</a> Website: <a href="http://www.isu.edu/">http://www.isu.edu/</a>		Website	
23	Indeed.com 7501 N. Capital of Texas Highway, Bldg. B Austin, TX 78731 Phone: 800-462-5842 Website: <a href="http://www.indeed.com">www.indeed.com</a>		Website	42
24	KAPP TV/KVEW TV Cheryl Sentel P.O. Box 1749 Yakima, WA 98901 Phone: 509-453-0351 Fax: 509-453-3623 Email: <a href="mailto:cheryls@kapptv.com">cheryls@kapptv.com</a> Website: <a href="http://kapptv.com">kapptv.com</a> / <a href="http://kvew.tv">kvew.tv</a>	Yes	Email	

25	KXLY Broadcast Group All Employees/Employee Referrals/Internal applicants/Employer initiated 500 West Boone Avenue Spokane, WA 99201 Phone: 509-324-4000 Website: <a href="http://kxly.com">kxly.com</a>		Email	37
26	KXLY.com 500 West Boone Avenue Spokane, WA 99201 Phone: Website: <a href="http://www.kxly.com">www.kxly.com</a>		Website	18
27	Lewis-Clark State College Career & Advising Services Reid Centennial Hall, Room 208 Lewiston, ID 83501 Phone: 208-792-2313 Fax: 208-792-2313 Email: <a href="mailto:dlybyer@lcsc.edu">dlybyer@lcsc.edu</a> Website: <a href="http://www.lcsc.edu/">http://www.lcsc.edu/</a>		Website	
28	Media Match Inc. P.O. Box 48220 Los Angeles, CA 90048 Phone: N/A Email: <a href="mailto:info@media-match.com">info@media-match.com</a> Website: <a href="http://www.media-match.com/usa/media">www.media-match.com/usa/media</a>		Website	
29	Medialine Rich Everitt 1209 Wood Valley Road August, GA 30909 Phone: 706-364-7564 Email: <a href="mailto:rich@medialine.com">rich@medialine.com</a> Website: <a href="http://www.medialine.com">www.medialine.com</a>		Email	
30	Montana State University Allen Yarnell Center for Student Success 177 Strand Union Building P.O. Box 174180 Bozeman, MT 59717-4180 Phone: 406-994-7627 Fax: 406-994-5488 Email: <a href="mailto:success@montana.edu">success@montana.edu</a> Website: <a href="http://www.montana.edu/">http://www.montana.edu/</a>		Website	
31	Morgan Murphy Media - WISC-TV Human Resources Jeff Ver Voort 7025 Raymond Rd. Madison, WI 53719 Phone: 608-277-5142 Fax: 608-278-5568 Email: <a href="mailto:jvervoort@wisctv.com">jvervoort@wisctv.com</a> Website: <a href="http://www.channel3000.com">www.channel3000.com</a>	Yes	Email	

32	<p>North Idaho College  Career Services  Carla Madison  1000 W. Garden Ave.  Coeur d'Alene, ID 83814  Phone: 208-625-2364  Fax: 208-769-3292  Email: <a href="mailto:career@nic.edu">career@nic.edu</a>  Website: <a href="http://www.nic.edu/career">www.nic.edu/career</a></p>		Website	
33	<p>Oregon Association of Broadcasters  Keith Shipman  13500 SW Pacific Highway, #58-225  Portland, OR 97223  Phone: 503-443-2299  Email: <a href="mailto:theoab@theoab.org">theoab@theoab.org</a>  Website: <a href="http://www.theoab.org">www.theoab.org</a></p>		Email	
34	<p>Oregon State University  The Career Development Center  Rachel Finch – Employer Relations Manager  B008 Kerr Administration Building  Corvallis, OR 97331-2127  Phone: 541-737-4085  Fax: 541-737-0532  Email: <a href="mailto:Career.Services@oregonstate.edu">Career.Services@oregonstate.edu</a>  Website: <a href="http://oregonstate.edu/">http://oregonstate.edu/</a></p>		Website	
35	<p>QueenB Radio Wisconsin, Inc.  Herb Cody  51 Means Drive  Platteville, WI 53818  Phone: 608-349-2014  Fax: 608-349-2002  Email: <a href="mailto:hcody@queenbradio.com">hcody@queenbradio.com</a></p>	Yes	Email	
36	<p>QueenB Television, LLC, dba WKBT-TV  Marsha Everson  141 S. 6th St.  LaCrosse, WI 54601  Phone: 608-782-4678  Fax: 608-782-4674  Email: <a href="mailto:meverson@wkbt.com">meverson@wkbt.com</a>  Website: <a href="http://www.news8000.com">www.news8000.com</a></p>	Yes	Email	
37	<p>Radio &amp; Television Business Report  April McLynn  P.O. Box 6633  Woodbridge, VA 22195  Phone: 703-490-3099  Email: <a href="mailto:aMclynn@rbr.com">aMclynn@rbr.com</a>  Website: <a href="http://www.rbr.com">www.rbr.com</a></p>		Website	

38	Seattle Pacific University Center for Career and Calling Lori Brown – Employer Relations Manager 3307 Third Ave. W., Suite 216 Seattle, WA 98119 Phone: 206-281-2485 Email: <a href="mailto:spucareercenter@spu.edu">spucareercenter@spu.edu</a> Website: <a href="http://spu.edu/">http://spu.edu/</a>		Website	
39	SimplyHired.com (through indeed.com) 525 Almanor Ave., Suite 100 Sunnyvale, CA 94085 Phone: 650-254-9000 Fax: 650-254-9001 Email: <a href="mailto:support@simplyhired.com">support@simplyhired.com</a> Website: <a href="http://www.simplyhired.com/">http://www.simplyhired.com/</a>		Website	
40	Skills-Kin Program Coordinator Amanda Vazquez 4004 E. Boone Avenue Spokane, WA 99202 Phone: 509-326-6760 Fax: 509-327-3316 Email: <a href="mailto:avazquez@skils-kin.org">avazquez@skils-kin.org</a> Website: <a href="http://www.skils-kin.org">www.skils-kin.org</a>	Yes	Email	
41	Specs Howard School of Media Arts Dir. Career Svcs., Nancy Shiner Video Advisor, Tony Sherock Kristin Burns, Dick Kernen 19900 W 9 Mile Road #100 Southfield, MI 48075 Phone: 248-358-9000 Email: <a href="mailto:nshiner@specshoward.edu">nshiner@specshoward.edu</a> <a href="mailto:tsherock@specshoward.edu">tsherock@specshoward.edu</a> <a href="mailto:dkernen@specshoward.edu">dkernen@specshoward.edu</a> <a href="mailto:kburns@specshoward.edu">kburns@specshoward.edu</a> Website: <a href="http://www.specshoward.edu">www.specshoward.edu</a>	Yes	Email	
42	Spokane Community College Workforce Education & Career Services N. 1810 Green St. MS 2063 Spokane, WA 99217 Phone: 509-533-7249 Fax: 509-533-7006 Website: <a href="http://www.scc.spokane.edu">www.scc.spokane.edu</a>		Website	
43	Spokane Community College Off Campus Programs Career Transitions Program Denise McKinnon 2917 W. Fort George Wright Dr. Spokane, WA 99224 Phone: 509-279-6039 Fax: 509-279-6070 Email: <a href="mailto:DeniseMcKinnon@scc.spokane.edu">DeniseMcKinnon@scc.spokane.edu</a> Website: <a href="http://www.iel.spokane.edu">www.iel.spokane.edu</a>		Email	

44	Spokane Craigslist 1381 9 <sup>th</sup> Ave. San Francisco, CA 94122 Phone: 415-566-6394 Website: <a href="http://www.spokane.craigslist.org">www.spokane.craigslist.org</a>		Website	4
45	Spokane Falls Community College Career & Student Employment Mindy Smith 3410 W. Fort George Wright Drive Spokane, WA 99224 Phone: 509-533-3540 Fax: 509-533-4563 Email: <a href="mailto:mindy.smith@spokanefalls.edu">mindy.smith@spokanefalls.edu</a> Website: <a href="http://myinterfase.com/spokanefalls/employer">myinterfase.com/spokanefalls/employer</a>		Website	
46	SpokaneHelpWanted.com 11 Abrams Road Central Valley, NY 10917 Phone: 800-365-8630 Email: <a href="mailto:EmployerSupport@RegionalHelpWanted.com">EmployerSupport@RegionalHelpWanted.com</a> Website: <a href="http://www.spokanehelpwanted.com">www.spokanehelpwanted.com</a>		Website	
47	TheLadders.com 55 Water Street New York, NY 10041 Phone: 1-866-800-4640 Email: <a href="mailto:help@theladders.com">help@theladders.com</a> Website: <a href="https://www.theladders.com/">https://www.theladders.com/</a>		Website	
48	TVJobs.com/AMFMJobs.com Mark Holloway PO Box 4116 Oceanside, CA 92052 Phone: 760-754-8177 Fax: 760-754-2115 Email: <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a> Website: <a href="http://www.tvjobs.com">www.tvjobs.com</a>		Email	5
49	United States Air Force Discovery Center Maureen J. Lebel 4 West Castle Street Fairchild AFB, WA 99011 Phone: 509-247-2246 Fax: 509-247-5099 Email: <a href="mailto:maureen.lebel@us.af.mil">maureen.lebel@us.af.mil</a> Website: <a href="http://www.fairchildfamilysupport.org">www.fairchildfamilysupport.org</a>		Email	
50	University of Idaho Career Services Idaho Commons Room 334 875 Perimeter Dr. MS 2534 Moscow, ID 83844-2534 Phone: 208-885-6121 Fax: 208-885-2816 Email: <a href="mailto:careerservices@uidaho.edu">careerservices@uidaho.edu</a> Website: <a href="http://www.uidaho.edu/career-services">www.uidaho.edu/career-services</a> Job Board: <a href="https://uidaho.joinhandshake.com">https://uidaho.joinhandshake.com</a>		Website	

51	University of Montana School of Journalism Denise Dowling 32 Campus Dr., Don Anderson Hall Missoula, MT 59812 Phone: 406-243-4001 Email: denise.dowling@mso.umt.edu Website: www.jour.umt.edu		Website	
52	University of Oregon Career Center Employment Services Specialist 1200 University of Oregon Eugene, OR 97403-1200 Phone: 541-346-3214 Fax: 541-346-6038 Email: jobs@uoregon.edu Website: www.uocareer.uoregon.edu		Website	
53	University of Washington Office of Minority Affairs Ruth Shigemi Box 355845 Seattle, WA 98195-5845 Phone: 206-221-2842 Fax: 206-543-2746 Email: rshigemi@u.washington.edu Website: www.uw.edu		Email	
54	Washington State Assn of Broadcasters Char Myers 724 Columbia St. NW, Suite #310 Olympia, WA 98501 Phone: 360-705-0774 Fax: 360-705-0873 Email: wsabjobbank@comcast.net Website: www.wsab.org		Email	
55	Washington State Commission on Hispanic Affairs P.O. Box 40924 Olympia, WA 98504 Phone: 360-725-5661 Email: hispanic@cha.wa.gov Website: http://cha.wa.gov/		Email	
56	Washington State University Academic Success and Career Services P.O. Box 641061 Pullman, WA 99164-1061 Phone: 509-335-6000 Fax: 509-335-4015 Email: employer.relations@wsu.edu Website: https://wsu.edu/		Website	

57	Washington State University Murrow College of Communication Darin Watkins – Director of Communications Or Lisa Laughter PO Box 642530 Pullman, WA 99164-2530 Phone: 509-335-7333 Fax: 509-335-3739 Email: communication@wsu.edu darin.watkins@wsu.edu laughterl@wsu.edu Website: <a href="http://www.wsu.edu">www.wsu.edu</a>	Yes	Email	1
58	Western Washington University Career Services Center Jenny Spurgin, Employer Outreach Manager 516 High Street Bellingham, WA 98225-9002 Phone: 360-650-3240 Fax: 360-350-3293 Email: <a href="mailto:careers@wwu.edu">careers@wwu.edu</a> Website: <a href="http://www.wwu.edu/">http://www.wwu.edu/</a>		Website	
59	Whitman College Career Center Margaret Ely 280 Boyer Avenue Walla Walla, WA 99362 Phone: 509-527-5183 Fax: 509-527-5934 Email: <a href="mailto:jobs_internships@whitman.edu">jobs_internships@whitman.edu</a> Website: <a href="http://www.whitman.edu">www.whitman.edu</a>		Website	
60	Whitworth University Career Services Andrew Pyc 300 West Hawthorne Rd. Spokane, WA 99251 Phone: 509-777-3272 Fax: 509-777-3731 Email: <a href="mailto:careerservices@whitworth.edu">careerservices@whitworth.edu</a> Website: <a href="http://www.whitworth.edu">www.whitworth.edu</a>		Website	1
61	WorkSource Spokane Jeff Miller - Business Solutions 130 S. Arthur Spokane, WA 99202 Phone: 509-532-3136 Fax: 509-532-3066 Email: <a href="mailto:jemiller@esd.wa.gov">jemiller@esd.wa.gov</a> Website: <a href="http://www.go2worksource.com">www.go2worksource.com</a>		Website	1

**OTHER REFERRAL SOURCES**

**10/1/2016 – 9/30/2017**

Number	Contact Information	Did source request notification	Notify via:	# of interviewees referred by source
1	Outside Referrals	N		5
2	CBK Media Management 1621 Emma Street Augusta, GA 30909 412-770-6749 Cbkmediamanagement.com	N		1
3	DCA Talent 124 Ammons Drive Raleigh, NC 27615 919-868-6088 Dcatalent.com	N		1
4	LinkedIn Website: <a href="http://Linkedin.com">Linkedin.com</a>	N		2
5	Radio Ink Thomas Elmo 1901 S. Congress Ave., #118 Boynton Beach, FL 33426 Phone: 561-655-8778 Email: <a href="mailto:thomaselmo@gmail.com">thomaselmo@gmail.com</a> Website: <a href="http://radioink.com">radioink.com</a>	N		1
6	LornaDave Agency John Derr P.O. Box 368 Fogelsville, PA 18051 610-248-1317 Lornadave.com	N		1
7	Spokane MarCom P.O. Box 1060 Spokane, WA 99210 <a href="http://Spokanemarcom.org">Spokanemarcom.org</a>	N		2



**EEO OUTREACH INITIATIVES**  
**October 1, 2016 – September 30, 2017**

- Participated in general outreach efforts by such means as job banks or Internet programs such as those described in the model program developed by NASBA.
  - Conducted 15 tours of the TV and Radio studios for numerous schools, organizations, and civic groups to give them a behind-the-scenes look at the broadcast industry.
  - Provided 7 job shadow opportunities for students to observe employees during the course of their work day for exposure to different broadcasting jobs.
  - Radio and TV Sales assisted 11 students on school projects for their advertising class.
  - TV and Radio sales participate in a formal mentorship program for entry level sales account executives.
  - 10/16/16 – Coyote Country APD/MD spoke to Rogers High School in the Leadership class and discussed careers in radio.
  - 11/3/16 – News Director had 8 Gonzaga University students join the newsroom for election night to observe the process from a news perspective.
  - 11/10/16 – Sports Director attended St. Michael's School career fair event and talked to students about careers in broadcasting and Sports.
  - 12/1/16 - News Director spoke to 2 Whitworth University classes on Journalism Ethics.
  - 1/23/17 – News Director met with a local Boy Scout troop and discussed careers in broadcasting and answered questions they had. They observed the newscast after the meeting.
  - 1/24/17 – Morning Show Co-Ancor met with students from Hamblen Elementary for a Dads and Donuts event and talked to students about broadcasting career opportunities.
  - 1/26/17 – Assistant News Director met with the Spokane PR Society of America to discuss social media and how it is used in the news room, the qualifications needed for careers in broadcasting and a tour.
  - 1/30/17 – Production Manager spoke with a student regarding career opportunities in news production, the education needed and how to gain experience.
  - 2/2/17 - Assistant News Director met with the Spokane Rotary to discuss how a newsroom works, careers available in broadcasting, how we choose stories and a station tour.
  - 2/20/17 – TV GM, Director of HR, GSM, and Radio Promotions Manager attended the FUSE career fair at the Spokane Convention Center. They talked with students from Eastern Washington University, Gonzaga University, Washington State University-Spokane, and Whitworth University about career opportunities at KXLY.
  - 2/21/17 – Chief Meteorologist visited Moran Prairie Elementary School to talk with students about weather and different careers in broadcasting including weather.
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- 2/24/17 – Chief Meteorologist visited Logan Elementary School to talk with students about weather and different careers in broadcasting including weather.
  - 3/3/17 – News Director hosted 2 Gonzaga University students who were working on an independent study assignment on social media.
  - 3/9/17 - Chief Meteorologist visited Hamblen Elementary School to talk with students about weather and different careers in broadcasting including weather.
  - 3/11/17 – Morning show Co-Anchor spoke to professors and administrators at WSU regarding news careers and working in media.
  - 3/22/17 - Chief Meteorologist visited Spokane Montessori School to talk with students about weather and different careers in broadcasting including weather.
  - 3/22/17 – Morning Radio show co-host participated in the KSPS Public TV Mediafest to discuss careers in broadcasting.
  - 3/24/17 – Radio personalities from KZZU and KEZE participated in Eagle Peak School’s career fair.
  - 3/31/17 – Morning Show co-anchor gave 8 WSU students a tour of the station and answered questions regarding careers in broadcasting.
  - 4/5/17 – Radio talk show host invited a student to sit in on the radio show and co-host.
  - 4/5/17 – Radio AE discussed careers in radio sales at the WSU Communications Symposium.
  - 4/5/17 – News Director discussed “Life as a News Director” at the WSU Communications Symposium.
  - 4/11/17 – Radio Promotions Director talked to Whitworth students registered in an on-line radio class about careers in broadcasting.
  - 4/12/17 – Director of HR and Radio Promotions Manager attended the Whitworth University career fair.
  - 4/19/17 – Morning show co-anchor hosted students from Ephrata High School to visit the station for a tour and discussion of careers in broadcasting.
  - 4/20/17 – TV GSM participated in WSU’s 450 Communications class as a judge on their project and also spoke to the class about careers in sales and broadcasting opportunities.
  - 4/26/17 - News Director spoke to Gonzaga University students on Journalism Ethics.
  - 5/19/17 – Director of Engineering spoke with students from Deer Park High School about news production and gave them a tour of the station.
  - 5/23/17 - KXLY engineer attended the bi-yearly meeting for TV Communication and Animation class at the Skills Center. Reviewed learning options for students to make them more marketable in the field of broadcasting.
  - 6/2/17 – Morning Show co-anchor gave a key note speech to University High School.
  - 6/6/17 – TV AE presented to EWU Business Marketing class on sales careers in broadcasting.
  - 9/26/17 – News Director hosted a Humane Society Board meeting with 10 different community leaders
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which included a station tour and discussion about broadcasting.

- Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.\*\*
- Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. Training included:

#### **2016**

Radio Sales participated in Nielsen training – October  
TV Sales and Traffic participated in WideOrbit training – November  
Radio AE participated in Media Prowler training- November  
MMJs participated in Live shot safety training – December  
News participated in ENG training that was conducted by the Engineering dept. – December  
HR attended various HR training session (5 hours in Q4)

#### **2017**

HR participated in I-9 compliance training – January  
TV Sales participated in various training including ComScore, NSI, Digital sales – Jan/Feb.  
Accounting participated in Great Plains Management Reporter training – February  
Weather Anchor participated in Baron Weather training – January  
Radio sales participated in YAS Digital training  
KHTQ On-air personality attended Radio Contraband Convention and attended various workshops – Feb.  
Several individuals in news attended training and received certification to operate drones – March  
All employees attended a Harassment Prevention training – April  
\*\*All Managers attended a Management Preventing harassment and discrimination training – April  
Engineer attended a Class A & B Operator training – May  
Photographer attended NPPA workshop to enhance skills – June  
HR attended training on WA's new paid leave laws – July  
Radio Sales participated in P3DA training – July  
Radio Sales participated in Neofill training – August  
Radio Sales participated in Digital Sales training – August  
Various employees from different departments participated in Active Shooter Survival Training – Sept.  
Reception desk employees participated in Front Desk safety training – Sept.  
HR attended the NHRMA 2017 conference. Attended HR workshops pertaining to recruiting, engagement, leadership, performance management.  
Assistant News Director is attending the prestigious Broadcast Leadership Training through NABEF – 10 month training program beginning Sept. 2017.

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