

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period September 22, 2018 – September 21, 2019.

1) **Employment Unit:** KAYU-TV

2) **Unit Members (Stations and Communities of License):** KAYU-TV / Spokane, WA

3) **EEO Contact Information for Employment Unit:**

Mailing Address: 4600 S REGAL ST SPOKANE WA 99223	Telephone Number: 509-448-2828
	Contact Person/Title: Denis Bondarev/ Assistant Business Manager
	E-mail Address: Denis.bondarev@kayutv.com

4) **List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

Job Title	Recruitment Source
1. Account Executive	Linkedin
2. Promotions Assistant	Indeed
3. Traffic Assistant	Indeed
4. Traffic Assistant	Internal
5. Local Sales Assistant	Indeed
6. Master Control Operator	Indeed
7. Account Executive	Linkedin
8. Brand Manager	Internal

5)

Job Title: Account Executive
Referral Source of Hire: LinkedIn

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
LinkedIn		LinkedIn.com/company/33253323	509.448.2828	2	No
Hankshake		Handshake.com Portal for postings to Gonzaga, Washington State University Eastern Washington University			No
Internal Posting			509.448.2828		No
Word of Mouth/Referral					No
WorkSource Spokane		Worksource.com			No
Indeed		Indeed.com		1	No

Job Title: Promotions Assistant Referral Source of Hire: Indeed

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed		Indeed.com		6	No
Worksource Spokane		Worksource.com			NO
Company Website		Fox28Spokane.com		1	no
Hankshake		Handshake.com Portal for postings to Gonzaga, Washington State University Eastern Washington University			No
Internal Posting			509-448-2828	1	NO

Job Title: Traffic Assistant Referral Source of Hiree: Indeed

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Hankshake		Handshake.com Portal for postings to Gonzaga, Washington State University Eastern Washington University			No
Internal Posting			509.448.2828		No
KAYU/KCYU/KFFX Websites		Myfoxspokane.com Myfoxyakima.com Myfoxtricies.com			No
WorkSource Spokane		Worksource.com			No
Indeed		Indeed.com		6	No

Job Title: Traffic Assistant Referral Source of Hire: Internal Hire

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Hankshake		Handshake.com Portal for postings to Gonzaga, Washington State University Eastern Washington University			No
Internal Posting			509.448.2828	1	No
KAYU/KCYU/KFFX Websites		Myfoxspokane.com Myfoxyakima.com Myfoxtricies.com			No
WorkSource Spokane		Worksource.com			No
Indeed		Indeed.com		4	No

Job Title: Local Sales Assistant Referral Source of Hire: Indeed

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviews Referred	Did Recruitment Source Request Notification? (Yes or No)
FOX 28 Facebook Page	Promotions	www.facebook.com/fox28spokane	509.448.2828		No
Internal Posting			509.448.2828		No
KAYU/KCYU/KFFX Websites		Myfoxspokane.com Myfoxyakima.com Myfoxtricity.com			No
Word of Mouth/Referral				1	No
WorkSource Spokane		Worksource.com			No
Indeed		Indeed.com		5	No

Job Title: Master Control Operator Referral Source of Hiree: Indeed

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting			509.448.2828		No
KAYU/KCYU/KFFX Websites		Myfoxspokane.com Myfoxyakima.com Myfoxtricies.com			No
Worksource		Worksource.com			No
Indeed		Indeed.com		3	No
Word of Mouth Referral				1	NO

Job Title: Account Executive Referral Source of Hire: LinkedIn

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
LinkedIn		LinkedIn.com/company/33253323	509.448.2828	4	No
Internal Posting			509.448.2828		No
KAYU/KCYU/KFFX Websites		Myfoxspokane.com Myfoxyakima.com Myfoxtricies.com			No
Word of Mouth/Referral					No
WorkSource Spokane		Worksource.com			No
Indeed		Indeed.com		2	No

Station KAYU-TV is an Equal Opportunity Employer.

Job Title: Brand Manager Referral Source of Hiree: Internal Hire

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting			509.448.2828	6	No
KAYU/KCYU/KFFX Websites		Myfoxspokane.com Myfoxyakima.com Myfoxtricies.com			No
Word of Mouth/Referral				1	No
WorkSource Spokane		Worksource.com			No
Indeed		Indeed.com			No

6) Total Number of Interviewees Referred: For the period September 22, 2018 – September 21, 2019 this employment unit interviewed 45 individuals for the above 8 full time job vacancies.

7) Supplemental Recruitment Initiatives. List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

a) Initiative: Participation in scholarship programs.

- Part of this employment unit's membership dues to the Washington State Association of Broadcasters goes towards scholarships granted to students studying broadcasting.

b) Initiative: Participation on various educational boards

- This employment unit's Digital Manager served on committees for 4 Spokane Valley School Districts. His responsibilities on these committees include creation of new programs that help students prepare for technical degrees (biotechnology, communications, information technology, ect) that will help them enter the broadcasting industry.
- As well as creating new programs, the Career and Technical Education committee attends various CTE events and new school openings.
- The Digital manager has shared common job descriptions from the Traffic and Master control departments.

c) Initiative: Listing full time positions in various job banks

- This Employment Unit takes very seriously its outreach to women and minorities, and because of this, each full-time position opening is widely distributed to local, regional and/or national career organizations as they apply to the position.