

September 30, 2019

**KXLY 4.1, KXLY 4.2, KXLY 4.3, KXLY AM, KXLY FM, KHTQ FM, KZZU FM,
KEZE FM, KVNI AM, and KXLX AM
2018 – 2019 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 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, 2018 – September 30, 2019 (the “Applicable Period”).

The FCC’s 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.

**2019 EEO Public File Report
October 1, 2018 – September 30, 2019**

Job Title	Date Position Filled	Recruitment Sources Used	Hire Source	Referral Sources of Interviewees	# of Interviews
Front Desk / Prize Coordinator	10/3/18	EEO Recruiter List	Employee Referral	Employee Referral – 3 Indeed.com – 2 Outside referral – 1	6
News Content Producer	10/15/18	EEO Recruiter List	Internal Applicant (promotion)	Internal Applicant – 1	1
KEZE Afternoon On-Air	12/12/18	EEO Recruiter List AllAccess.com Radio Ink	Internal Applicant (promotion)	Internal applicant – 2 Outside referral – 2 AllAccess.com – 4 Kxly.com – 1	9
Digital Content Manager	1/31/19	EEO Recruiter List Facebook Twitter LinkedIn TVjobs.com	KXLY.com	KXLY.com - 1 LinkedIn - 1 Outside Referral - 1 Employee Referral - 1 Indeed.com - 4 Craigslis - 1	9
Digital & Radio AE*	11/19/18	EEO Recruiter list Spokane Marcom LinkedIn Facebook AllAccess.com	Employee Referral	Employee Referral – 3 Indeed.com - 4	7
Digital & TV AE* Digital & TV AE*	<u>4/5/19</u> 5/7/19	EEO Recruiter List Facebook	<u>Outside Referral</u> Indeed.com	Outside Referral – 1 Employee Referral – 5 Indeed.com – 7 WSU - 1	14*
Radio National/Regional Sales Lead	11/1/18	EEO Recruiter List	Internal applicant	Internal applicant – 1	1
Digital Content Producer* Digital Content Producer* Digital Content Producer*	<u>11/16/18</u> <u>3/11/19</u> 6/3/19	EEO Recruiter List LinkedIn Twitter Gonzaga Broadcasting Alumni group	<u>Employee Referral</u> <u>FUSE Career Fair</u> Employee Referral	Employee Referral – 2 Indeed.com – 7 Kxly.com – 3 FUSE Career Fair - 1	13*
Front Desk / Prize Coordinator	1/3/19	EEO Recruiter List Facebook	Indeed.com	Indeed.com – 4 Employee referral – 1	5
Radio Compliance, Promotion & Events Assistant	1/27/19	Internal Promotion	Internal Promotion	Internal applicant – 1	1
KZZU Producer/On-Air	1/31/19	EEO Recruiter List AllAccess.com Facebook	Internal Applicant (promotion)	Internal Applicant – 1 Employer Initiated – 1 KXLY.com – 1 EWU – 1 Craigslis – 1 All Access.com – 1	6
Radio Digital Media Coord. (3 openings)*	<u>1/13/19</u> <u>1/22/19</u> 2/23/19	EEO Recruiter List Facebook	<u>Indeed.com</u> <u>Employee Referral</u> Internal Applicant (promotion)	Indeed.com – 7 KXLY.com – 1 Internal Applicant – 1 Employee Referral - 2	11*
KHTQ Mid-Day On-air	1/13/19	EEO Recruiter List Facebook	Internal Applicant (promotion)	Internal Applicant – 2 Employee Referral – 1	3

News Production/Master Control Operator (4 openings)*	2/26/19 3/20/19 6/17/19 7/1/19	EEO Recruiter List Facebook	Indeed.com Indeed.com Employee Referral WorkSource	Indeed.com – 10 FUSE Career Fair – 1 Outside referral – 2 Walk-in – 1 Craigslist – 3 WSU – 1 KXLY.com – 6 Employee Referral – 3 WorkSource - 1	28*
TV Promotions Producer	1/14/19	EEO Recruiter List Facebook	Internal Applicant (promotion)	Internal Applicant – 2 Indeed.com – 1 Kxly.com – 1	4
Primary News Anchor	6/25/19	EEO Recruiter List LinkedIn Twitter Facebook Agent	Agent	Agent - 4 Employer Initiated - 2 KXLY.com - 2 Facebook - 1	9
News Photographer	3/6/19	EEO Recruiter List	Employee Referral	Internal Applicant - 1 Employee Referral – 2 KXLY.com - 1	4
MMJ/Weather Forecaster	5/21/19	EEO Recruiter list Twitter CBK Media Management	CBK Media	CBK Media – 1 TVJobs.com – 1 WSU - 1	3
MMJ*	5/22/19	EEO Recruiter list Twitter	TVjobs.com	KXLY.com – 3 TVjobs.com – 1 Employee Referral – 1	5*
MMJ*	7/3/19		KXLY.com		
Graphic Artist	4/30/19	Internal Promotion	Internal Promotion	Internal Applicant – 1	1
920 PD	6/23/19	EEO Recruiter List	Employee Referral	Employee Referral – 3 Internal applicant – 1	4
Accounting Manager/Asst. Controller	6/10/19	EEO Recruiter List	Indeed.com	Employee Referral – 1 Indeed.com – 3	4
Digital Sales Specialist	6/26/19	EEO Recruiter List	Employee Referral	Employee Referral – 1 Outside Referral – 1 Indeed.com – 1	3
News Content Producer	7/24/19	EEO Recruiter List TVjobs.com	KXLY.com	KXLY.com - 3 Worksource – 1 Indeed.com - 2 Employee Referral -1	7
920 Morning Producer	9/3/19	EEO Recruiter List Radio & TV Biz Report Radio Ink LinkedIn	Employee Referral	Employee Referral – 1 LinkedIn – 1 Internal applicant – 1	3

* Same applicant pool

Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Past Year (this will be a raw number):	161
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Referral Sources	# of Interviewees Referred
Indeed.com	52
KXLY Employee Referral	31
KXLY.com	23
KXLY Internal Applicant	15
Outside Referral	8
All Access	5
Craigslist	5
Agent	4
WSU	3
Employer Initiated	3
Worksource	2
TVJobs.com	2
FUSE Career Fair	2
LinkedIn	2
EWU	1
CBK Media	1
Facebook	1
Walk in	1

EEO RECRUITER LIST
10/1/2018– 9/30/2019

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: sjmoore@aarp.org and kejohnson@aarp.org Website: www.jobsaarp.org	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: dpccareerservices@asu.edu Website: www.asu.edu		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: bonniej@bigbend.edu Website: www.bigbend.edu	Yes	Email	
4	Boise State University Career Center 1910 University Drive Boise, ID 83725-1310 Phone: 208-426-1747 Fax: 208-426-3437 Email: career@boisestate.edu Website: http://www.boisestate.edu/		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: career@cwu.edu Website: http://www.cwu.edu/		Website	

6	<p>Central Washington University Department of Communication Cynthia Mitchell – Journalism Advisor, The Observer Liahna Armstrong – Co-Director Film and Video Studies Jon Ward – Co-Director Film and Video Studies Bouillon 229 400 E. University Way Ellensburg, WA 98926 Phone: 509-963-1063 Email: mitchelc@cwu.edu lotus@cwu.edu jonward@cwu.edu Website: http://www.cwu.edu/</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: civilservice@spokanecity.org Website: www.spokanecity.org</p>		Email	
8	<p>Collective Talent Michael Bille 1721 Richardson Place Tampa, FL 33606 Phone: 813-254-9695 Email: bille@michaelsmedia.com Website: www.collectivetalent.com</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: careers@ewu.edu Website: www.ewu-csm.symplicity.com/employers</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: sfinnie@ewu.edu Website: https://www.ewu.edu/</p>		Email	1
11	<p>Eastern Washington University Chicano Education Program Dr. Elisa Facio – Director 203 Monroe Hall Cheney, WA 99004 Phone: 509-359-6146 Email: efacio@ewu.edu Website: https://www.ewu.edu/</p>		Email	

12	Eastern Washington University Journalism Program Bill Stimson 526 Fifth St. Cheney, WA 99004 Phone: 509-359-6034 Email: wstimson@ewu.edu Website: www.ewu.edu	Yes	Email	
13	Eastern Washington University Women's Studies Center – Lisa Logan 207F Monroe Hall Cheney, WA 99004 Phone: 509-359-2898 Email: llogan83@ewu.edu Website: www.ewu.edu		Email	
14	ENSO Employment Service Ryan Newell 508 W. 6th Ave., #400 Spokane, WA 99204 Phone: 509-475-5263 Fax: 509-326-8188 Email: ryan@enso.ws Website: www.enso.ws/	Yes	Email	
15	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: franks-harding@gonzaga.edu Website: www.zagtrax.net		Website	
16	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: TammyB@giin.org Website: www.DiscoverGoodwill.org	Yes	Email	
17	Idaho State Association of Broadcasters Connie Searles 1674 W. Hill Road, Suite 3 Boise, ID 83702 Phone: 208-345-3072 Email: isba@idahobroadcasters.org Website: www.idahobroadcasters.org		Email	
18	Indeed.com 7501 N. Capital of Texas Highway, Bldg. B Austin, TX 78731 Phone: 800-462-5842 Website: www.indeed.com		Website	52

19	<p>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</p>	Yes	Email	
20	<p>KXLY Broadcast Group All Employees/Employee Referrals/Internal applicants/Employer initiated/Walk ins 500 West Boone Avenue Spokane, WA 99201 Phone: 509-324-4000 Website: kxly.com</p>		Email	50
21	<p>KXLY.com 500 West Boone Avenue Spokane, WA 99201 Phone: Website: www.kxly.com</p>		Website	23
22	<p>Media Match Inc. P.O. Box 48220 Los Angeles, CA 90048 Phone: N/A Email: info@media-match.com Website: www.media-match.com/usa/media</p>		Website	
23	<p>Medialine Rick Iler 1209 Wood Valley Road August, GA 30909 Phone: 706-364-7564 Email: mark@medialine.com Website: www.medialine.com</p>		Website	
24	<p>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: success@montana.edu Website: http://www.montana.edu/</p>		Website	
25	<p>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: www.channel3000.com</p>	Yes	Email	

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: career@nic.edu Website: www.nic.edu/career</p>		Website	
27	<p>Oregon Association of Broadcasters Keith Shipman 13500 SW Pacific Highway, #58-225 Portland, OR 97223 Phone: 503-443-2299 Email: theoab@theoab.org Website: www.theoab.org</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: Career.Services@oregonstate.edu Website: http://oregonstate.edu/</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: hcody@queenbradio.com</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: meverson@wkbt.com Website: www.news8000.com</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: spucareercenter@spu.edu Website: http://spu.edu/</p>		Website	

32	Skils-Kin Program Coordinator Amanda Vazquez 4004 E. Boone Avenue Spokane, WA 99202 Phone: 509-326-6760 Fax: 509-327-3316 Email: avazquez@skils-kin.org Website: www.skils-kin.org	Yes	Email	
33	Specs Howard School of Media Arts Dir. Career Svcs., Nancy Shiner Video Advisor, Dick Kernen 19900 W 9 Mile Road #100 Southfield, MI 48075 Phone: 248-358-9000 Email: nshiner@specshoward.edu dkernen@specshoward.edu Website: www.specshoward.edu	Yes	Email	
34	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: DeniseMcKinnon@scc.spokane.edu Website: www.iel.spokane.edu		Email	
35	Spokane Craigslist 1381 9 th Ave. San Francisco, CA 94122 Phone: 415-566-6394 Website: www.spokane.craigslist.org		Website	5
36	Community Colleges of Spokane (SFCC/SCC) Career & Student Employment Mindy Smith 3410 W. Fort George Wright Drive Spokane, WA 99224 Phone: 509-533-3540 Fax: 509-533-4563 Email: mindy.smith@spokanefalls.edu Website: myinterfase.com/spokanefalls/employer		Website	
37	SpokaneHelpWanted.com 11 Abrams Road Central Valley, NY 10917 Phone: 800-365-8630 Email: EmployerSupport@RegionalHelpWanted.com Website: www.spokanehelpwanted.com		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	2
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: www.uidaho.edu/career-services Job Board: https://uidaho.joinhandshake.com</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: www.uw.edu</p>		Email	

44	<p>Washington State Assn of Broadcasters Keith Shipman 724 Columbia St. NW, Suite #310 Olympia, WA 98501 Phone: 360-705-0774 Fax: 360-705-0873 Email: kshipman@wsab.org Website: www.wsab.org</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: employer.relations@wsu.edu Website: https://wsu.edu/</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: communication@wsu.edu darin.watkins@wsu.edu laughterl@wsu.edu Website: www.wsu.edu</p>	Yes	Email	3
48	<p>Whitman College Career Center Margaret Ely 280 Boyer Avenue Walla Walla, WA 99362 Phone: 509-527-5183 Fax: 509-527-5934 Email: jobs_internships@whitman.edu Website: www.whitman.edu</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: careerservices@whitworth.edu Website: www.whitworth.edu</p>		Website	
50	<p>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: www.qo2worksource.com</p>		Website	2

OTHER REFERRAL SOURCES

10/1/2018 – 9/30/2019

Number	Contact Information	Did source request notification	Notify via:	# of interviewees referred by source
1	Outside Referrals	N		8
2	FUSE Career Fair Nate Bryant 114 Showalter Hall Cheney, WA 99004 Ph: 509-359-6058 Fax: 509-359-6940 Nbryant2	N		2
3	All Access 24955 Pacific Coast Highway, C303 Malibu, CA 90265 Ph: 310-457-6616 Fax: 310-457-8058 Allaccess.com	N		5
4	Agent	N		4
5	CBK Media	N		1
6	Facebook	N		1
7	LinkedIn	N		2

EEO OUTREACH INITIATIVES
October 1, 2018 – September 30, 2019

- 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 14 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 10 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 3 students on school projects for their advertising class.
 - TV sales participates in a formal mentorship program for entry level sales account executives.
 - HR, TV GM and Radio Market Manager participate in EEO Self-Assessment meetings throughout the year to review our recruitment methods and outreach activities.
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- 10/3/18 - HR and TV Sales attended the Gonzaga University Career and Internship Fair
 - 11/13/18 - KXLY MMJ represented KXLY at the Spokane Public Schools 5th grade career fair and discussed careers in broadcasting.
 - November 2018 - Art Director participated in a career fair for high school students to represent broadcasting and career choices available.
 - 2/20/19 – 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.
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- October 2018 – MMJ mentored a high school student for their senior project on News Anchoring.
 - 10/10/18 – Web Content Producer met with students from Lewis and Clark High School to discuss his college experience with broadcasting as well as his current job at KXLY.
 - 11/29/18 –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.
 - 12/6/18 - 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.

- **2/5/19 Weather Anchor hosted Jr. High School students who are studying meteorology.**
- **2/14/19 – Chief Meteorologist assisted a college student with their school project about weather.**
- **2/13/19 – News Director spoke with a group of students at Gonzaga about careers in broadcasting. The purpose was to help them understand how to search for that first job and what will set them apart from the rest of the applicants.**
- **Feb. 2019 – MMJ went to Daybreak Youth Services to learn about writing, producing, and recording a newscast.**
- **3/1/19 – Evening Anchor read to elementary school students for Read Across America Day and also discussed careers in TV Broadcasting.**
- **3/1/19 – GMNW Anchor read to students from Ness Elementary for Read Across America Day and discussed careers in TV Broadcasting.**
- **3/7/19 – GMNW Anchor discussed careers in TV Broadcasting to the Aurora Rotary Club.**
- **3/5/19 – GMNW Anchor spoke to broadcasting students at WSU about careers in broadcasting.**
- **3/11/19 – GMNW Anchor read to students from Spokane International Academy for Read Across America Day and discussed careers in TV Broadcasting.**
- **3/26/19 – News Director and GMNW Anchor spoke to a class of juniors to discuss career opportunities in broadcasting and the day to day life in a newsroom.**
- **5/10/19 – HR met with North Idaho College student to discuss HR in broadcasting.**
- **5/17/19 - 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.**
- **June 2019 – MMJ met with a student for an informational interview regarding what it's like to work in a newsroom as a reporter.**
- **Year-long (see below) – 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:**

2018

Weekend Anchor attending Excellence in Journalism conference and participated in leadership and skill development courses.

HR attended various training sessions including: documentation, payroll, WA paid family leave, and an employment law conference.

News department attended News Dialogue legal seminar.

EEO training – “Discrimination and Unlawful Harassment in the Workplace” – all employees/managers.

TV Sales Managers participated in 2nd Street training.

TV Sales Director attended TVB Webinar

TV Sales Director attended ComScore Webinar
Local TV Sales department attending NAB training
Local TV Sales department attending Nielsen training
Radio Sales attended ongoing Digital training program
Jim Doyle Sales training for TV sales department

2019

GM and News Director participated in Knight Foundation Table Stakes Project, an initiative focused on strengthening local TV news and TV newsroom innovation. Training is from August 2018 – June 2019.

Ongoing Doyle Sales Training for television sales department

Radio Sales department participated in digital training

HR attended seminars including WA Leave Laws and LinkedIn recruitment

Sales Assistant participated in Strata training

Radio AEs participated in Radio/Digital Strategy and Planning training

TV Sales participated in Rhiza training

TV Sales participated in Media Monitor training

Digital training for TV Sales staff

MeTV training for TV Sales staff

OTT Training for entire TV Sales staff

Doyle training with Tom Ray “Money Call” – entire TV Sales staff participated

TVB Webinar for TV Sales Managers

Radio Sales participated in Nielsen training

WSAB Political Webinar attended by TV and Radio sales

TV Director of Sales participated in Nielsen training

TV Sales participated in TVB webinars on Digital and CNAs

Senior Accountant attending the Financial Executive Networking hosted by Robert Half to discuss succession planning

Controller attended the Media Financial Managers conference

HR participated in the following training: Assisting Employees Who are Transitioning to Medicare, WA Leave Laws, Mental Health in the Workplace, How to Tackle Hiring Challenges

Management HR topics – New radio and Accounting Management – July

TV Management attended the NAB SMTE training to work & train with industry leaders

Radio Market Manager is attending the prestigious Broadcast Leadership Training

through NABEF – 10-month training program that began August 2019 through June 2020

HR attended INSHRM Legal Conference

National/Regional Sales coordinator attended Rhiza Basic and Strata training and

HUDSONMX training

GM, GSM and LSM attended the NAB Small Market Television Exchange conference and seminars

HR attended webinars on recruiting and Associated Industries’ Legal Update

News Director attended the Excellence in Journalism conference Sept. 2019.

HR attending Witherspoon Kelly Legal seminar in Sept.

GM, Engineering, Radio Market Manager and Radio Sales attended the 2019 NAB Radio Show. Provides opportunities to connect with radio power players, discover creative ideas and learn upcoming trends.
