

KSPS-TV 2023 Annual EEO Public File Report

(xii) Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities

Station	KSPS-TV
Licensee	KSPS PBS
Community of License	Spokane, Washington
Reporting Period	October 1, 2022 – September 30, 2023
Number of Full-time Employees	More than 10

Full-Time Positions Filled: During the reporting period, five (5) full-time positions were interviewed for and filled.

Position: Education Director, Full-Time			
Source	Source Info	Interviewed (including phone screens)	Hired
Indeed	indeed.com		
Glassdoor	Glassdoor.com		
LinkedIn	Linkedin.com		
Monster	Monster.com		
Google For Jobs	Google.com		
Facebook	Facebook.com		
Trovit	Trovit.com		
Recruit-net	Recruit.net		
JobisJob	Jobisjob.com		
Career.JET	Careerjet.com		
Jooble	Jooble.com		
Resume Library	Resumelibrary.com		
LiveCareer	Livecareer.com		
Jobcase	Jobcase.com		
ZipRecruiter	Ziprecruiter.com		
Workable	Workable.com		
KSPS	Ksps.org; Abby Damerow: adamerow@ksps.org	4	1
Employee Referral	N/A		
Internal Candidate	N/A		
Did not cite source	N/A		

Position: Broadcast / Ops Specialist, Full-Time			
Source	Source Info	Interviewed (including phone screens)	Hired
Indeed	indeed.com		
Glassdoor	Glassdoor.com		
LinkedIn	Linkedin.com		
Monster	Monster.com		

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Google For Jobs	Google.com		
Facebook	Facebook.com		
Trovit	Trovit.com		
Recruit-net	Recruit.net		
JobisJob	Jobisjob.com		
Career.JET	Careerjet.com		
Jooble	Jooble.com		
Resume Library	Resumelibrary.com		
LiveCareer	Livecareer.com		
Jobcase	Jobcase.com		
ZipRecruiter	Ziprecruiter.com		
Workable	Workable.com		
KSPS	Ksps.org; Abby Damerow: adamerow@ksps.org	2	1
WA Association of Broadcasters	Keith Shipman, kshipman@wsab.org		
South Community Center	mreilly@1950@outlook.com		
MLK East Central Community Center	Daniel Morales, dmorales@mlkspokane.org		
West Central Community Center	info@westcentralcc.org		
American Indian Community Center	Kathy Richards, kathyr@aiccinc.org		
Employee Referral	N/A		
Internal Candidate	N/A		
Did not cite source	N/A		

Position: Facility IT Administrator, Full-Time			
Source	Source Info	Interviewed (including phone screens)	Hired
Indeed	indeed.com	3	1
Glassdoor	Glassdoor.com		
LinkedIn	Linkedin.com		
Monster	Monster.com	1	
Google For Jobs	Google.com		
Facebook	Facebook.com		
Trovit	Trovit.com		
Recruit-net	Recruit.net		
JobisJob	Jobisjob.com		
Career.JET	Careerjet.com		
Jooble	Jooble.com		
Resume Library	Resumelibrary.com		
LiveCareer	Livecareer.com		
Jobcase	Jobcase.com		
ZipRecruiter	Ziprecruiter.com		
Workable	Workable.com		
KSPS	Ksps.org; Abby Damerow: adamerow@ksps.org	1	
WorkSource	worksourcewa.com		
WA Association of Broadcasters	Keith Shipman, kshipman@wsab.org		

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Corporation for Public Broadcasting (CPB)	cpb.org		
South Community Center	mreilly@1950@outlook.com		
MLK East Central Community Center	Daniel Morales, dmorales@mlkspokane.org		
West Central Community Center	info@westcentralcc.org		
American Indian Community Center	Kathy Richards, kathyr@aiccinc.org		
Employee Referral	N/A		
Internal Candidate	N/A		
Did not cite source	N/A		

Position: Career Explore/Educator, Full-Time			
Source	Source Info	Interviewed (including phone screens)	Hired
Indeed	indeed.com	2	
Glassdoor	Glassdoor.com		
LinkedIn	Linkedin.com		
Monster	Monster.com		
Google For Jobs	Google.com		
Facebook	Facebook.com		
Trovit	Trovit.com		
Recruit-net	Recruit.net		
JobisJob	Jobisjob.com		
Career.JET	Careerjet.com		
Jooble	Jooble.com		
Resume Library	Resumelibrary.com		
LiveCareer	Livcareer.com		
Jobcase	Jobcase.com		
ZipRecruiter	Ziprecruiter.com		
Workable	Workable.com		
KSPS	Ksps.org; Abby Damerow: adamerow@ksps.org	4	1
WorkSource	worksourcewa.com		
WA Association of Broadcasters	Keith Shipman, kshipman@wsab.org		
Corporation for Public Broadcasting (CPB)	cpb.org		
South Community Center	mreilly@1950@outlook.com		
MLK East Central Community Center	Daniel Morales, dmorales@mlkspokane.org		
West Central Community Center	info@westcentralcc.org		
American Indian Community Center	Kathy Richards, kathyr@aiccinc.org		
Employee Referral	N/A		
Internal Candidate	N/A		
Did not cite source	N/A		

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Position: Education Specialist, Full-Time			
Source	Source Info	Interviewed (including phone screens)	Hired
Indeed	indeed.com	4	
Glassdoor	Glassdoor.com		
LinkedIn	Linkedin.com	1	
Monster	Monster.com		
Google For Jobs	Google.com		
Facebook	Facebook.com		
Trovit	Trovit.com		
Recruit-net	Recruit.net		
JobisJob	Jobisjob.com		
CareerJET	Careerjet.com		
Jooble	Jooble.com		
Resume Library	Resumelibrary.com		
LiveCareer	Livecareer.com		
Jobcase	Jobcase.com		
ZipRecruiter	Ziprecruiter.com	2	
Workable	Workable.com	3	1
KSPS	Ksps.org; Abby Damerow: adamerow@ksps.org		
WorkSource	worksourcewa.com		
WA Association of Broadcasters	Keith Shipman, kshipman@wsab.org		
Corporation for Public Broadcasting (CPB)	cpb.org		
South Community Center	mreilly@1950@outlook.com		
MLK East Central Community Center	Daniel Morales, dmorales@mlkspokane.org		
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FCC's Long-Term EEO Recruitment Initiatives

- (i) **Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.**

October 20, 2022: Presented Career Explore NW to 120 Career and Technical Education teachers (1 hour) – **Dawn Bayman, KSPS Station Manager and Jason Miller, KSPS Corporate Partnerships Director**

November 9, 2022: Career Connect Washington Task Force meeting Colville, WA (CENW: 30 people; 2 hours) - **Dawn Bayman, KSPS Station Manager and Jason Miller, KSPS Corporate Partnerships Director**

November 15, 2022: 5th grade career fair. 2,000 5th graders. 3 staff members; Career Explore NW; Weather (All day) - **Jason Miller -KSPS Corporate Partnerships Director, Ben Gurtel- Videographer/Editor/Producer, Angelia Savage -Media Makers Coordinator**

November 16th, 2022: Spokane Workforce Summit: Career Explore NW: 300 people, 2 hours - **Jason Miller- KSPS Corporate Partnerships Director**

November 17th, 2022: Garfield Palouse High School career fair: Career Explore NW (100 students, 4 hours) - **Jason Miller- KSPS Corporate Partnerships Director, Ben Gurtel- Videographer/Editor/Producer, Angelia Savage- Media Makers Coordinator**

December 7th, 2022: Career Connect Washington Task Force meeting: Garfield Palouse High School (CENW, 2 hours, 30 people) **Jason Miller- KSPS Corporate Partnerships Director**

March 29, 2023: Career Fair at Freeman High School (Career Explore NW) 400 students, 6 hours- **Jason Miller- KSPS Corporate Partnerships Director, Braden Marjerison -KSPS Education Specialist, Brooke Matson- KSPS Education Director**

March 31, 2023: Job Fair at Rogers High School (Career Explore NW), **Brooke Matson- KSPS Education Director, Braden Marjerison -KSPS Education Specialist**

April 18, 19, 2023: 8th Grade Career Fair (Career Explore NW) 2 Full days; 2,000 8th graders - **Jason Miller- KSPS Corporate Partnerships Director**

July 17, 2023: Northeast Community Center's Farmer's Market focused on workforce: **Tina Swannack- KSPS Career Explore NW Educator/Producer**

July 20, 2023: Northeast Community Center, Essential Skills Class for Women (to get them job placement ready), 17 students, presented KSPS and the CENW website tool: **Tina Swannack- KSPS Career Explore NW Educator/Producer**

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(v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment

KSPS PBS Media Makers is a year-round high school internship program in Spokane where high school students—especially those from marginalized populations and under-served communities—work in paid positions alongside KSPS PBS staff in-person at the station. Students are directly introduced to and involved in the various jobs in video production and television stations and learn how to produce purposeful online and broadcast programming including television shows, educational videos, promotional videos, videos for social media, and podcasts.

Interns help create media that furthers the mission of KSPS PBS, “to provide programs and events that entertain, engage and educate to enrich all the communities we serve.” In return, they earn high school credit, an hourly wage, and develop real-world materials for their portfolios. Media Makers piloted with two students in the spring of 2023 and hosted its first full cohort of eight students in the fall of 2022. Media Makers developed with funding from Career Connect Washington as a Career Prep program.

KSPS PBS is now developing a rural version of Media Makers where students in rural communities participate in a hybrid remote/in-person program. Teachers participate in externships at the station, students make periodic visits to the KSPS studios, and KSPS Staff visit schools and work with students directly via remote connections. Students create videos about their own communities. The program is set to launch in the spring of 2024, with funding provided by Career Connect Washington.



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(xvi) Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities

Judy Woodruff Speaks to Community School Students. (Spring 2023)

KSPS PBS brought prolific journalist and reporter Judy Woodruff of the PBS News Hour to Spokane to speak to students at The Community School, who were creating media projects around social issues that spoke to them. At this free school event, students from The Community School asked questions about her work and then presented their projects to her for advice and feedback. Judy was so moved by one student's comment that she requested to connect with that student to offer her further advice on seeking a career in journalism, acting as a mentor.

