

September 30, 2016

**KXLY 4.1, KXLY 4.2, KXLY AM, KXLY FM, KHTQ FM, KZZU FM, KEZE FM,
KVNI AM, and KXLX AM**

2015 – 2016 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 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, 2015 – September 30, 2016 (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.

2016 EEO Public File Report
October 1, 2015– September 30, 2016

Job Title	Date Position Filled	Recruitment Sources Used	Hire Source	Referral Sources of Interviewees	# of Inter-views
National Sales Asst.	11/23/15	EEO Recruiter List Outside Referral	Outside Referral	Outside referral – 1 Craigslist – 1 Kxly.com – 1	3
Local Radio Sales Manager	12/2/15	EEO Recruiter List Facebook Radio Ink	Internal Promotion	Facebook – 1 Internal applicant – 1	2
Master Control Operator	12/7/15	EEO Recruiter List	Indeed.com	Indeed.com – 1 Kxly.com – 1 Employee referral – 1 Worksource – 1	4
TV Account Executive	12/21/15	EEO Recruiter List	Employee Referral	Employee Referral – 3 Indeed.com – 1	4
Digital Sales Manager	1/28/16	EEO Recruiter List LinkedIn	LinkedIn	Kxly.com – 1 LinkedIn – 1 Indeed.com – 2	4
Multi-Media Journalist*	3/10/16	EEO Recruiter List	TVjobs.com	Kxly.com – 2 TVjobs.com – 1	6
Multi-Media Journalist*	7/14/16		Gonzaga University	University of Idaho – 1 Gonzaga University – 1 Employer Initiated – 1	
National Sales Asst.	3/25/16	EEO Recruiter List	Employee Referral	Employee referral – 1 Craigslist – 2 Indeed.com – 2	5
Radio & Digital Acct. Exec.*	5/9/16	EEO Recruiter List Facebook Outside Referral	Employee Referral Facebook	Employee Referral – 2 Outside Referral – 1 Internal applicant – 1 Indeed.com – 3 Spokanehelpwanted.com – 1 Facebook – 1	9
Radio & Digital Acct. Exec.*	7/14/16				
TV & Digital Acct. Exec	5/27/16	EEO Recruiter List	Indeed.com	Indeed.com – 4 Spokanehelpwanted.com – 1 Worksource – 1	6
Digital Media Coord.	5/29/16	EEO Recruiter List	Internal promotion	Internal applicant – 2 Employee referral – 2 KXLY.com – 1 Indeed.com – 1	6
Radio Admin – Digital Focus	6/1/16	EEO Recruiter List	Indeed.com	Indeed.com – 1 Internal applicant – 1 KXLY.com – 1 Employee Referral – 1	4
TV Sales & Mktg Coord.	6/1/16	EEO Recruiter List Career Fair Outside Referral	Kxly.com	Indeed.com – 2 Kxly.com – 3 Outside referral – 2 Career Fair – 2	9
TV News Producer	9/8/16	EEO Recruiter List LinkedIn	LinkedIn	LinkedIn – 1	1
Web Content Manager	9/8/16	Internal Promotion	Internal promotion	Internal promotion – 1	1
Assignment Manager	9/8/16	Internal transfer to fill immediate need – exigent circumstances	Internal Transfer	Internal transfer – 1	1

* Same applicant pool

Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Past Year (this will be a raw number):	65
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Referral Sources	# of Interviewees Referred
Career Fair	2
Craigslist	3
Facebook	2
Gonzaga University	1
Indeed.com	17
KXLY.com	10
KXLY Employee Referral	10
KXLY Internal Applicant	5
KXLY Internal Promotion	1
KXLY Internal Transfer	1
KXLY initiated	1
LinkedIn	2
Outside Referral	4
Spokanehelpwanted.com	2
TVJobs.com	1
University of Idaho	1
Worksource	2

EEO RECRUITER LIST
10/1/2015– 9/30/2016

Number	Contact Information	Did source request notification	Notify via:	# of interviewees referred by source
1	AARP Foundation Work Search Steve Reiter 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		Email	
2	American Indian Community Center Kathy Richards 610 E. North Foothills Dr. Spokane, WA 99202 Phone: 509-535-0886 Fax: 509-534-7210 Email: kathyr@aiccinc.org Website: www.aiccinc.org		Email	
3	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	
4	Bates Technical College Job Services, Shirley Miller 1011 S. Yakima Avenue Tacoma, WA 98405-4895 Phone: 253-680-7240 Email: skmiller@bates.ctc.edu Website: www.bates.ctc.edu		Email	
5	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	

6 Added July 2016	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	
7	California Chicano News Media Assn. (CCNMA) USC Annenberg School of Journalism Job Placement Coordinator 727 W. 27th St., Room 201 Los Angeles, CA 90007-3212 Phone: 213-821-0075 Fax: 213-743-1838 Email: ccnmainfo@ccnma.org Website: www.ccnma.org		Website	
8 Added July 2016	Carroll College Career Services 1601 N. Benton Ave. Helena, MT 59625 Phone: 406-447-5532 Email: careers@carroll.edu Website: http://www.carroll.edu/		Website	
9 Added July 2016	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	
10 Added July 2016	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: mitchelc@cwu.edu Website: http://www.cwu.edu/		Email	
11 Added July 2016	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&L 403F 400 E. University Way Ellensburg, WA 98926-7438 Phone: 509-963-2893 509-963-3178 Email: jonward@cwu.edu lotus@cwu.edu Website: http://www.cwu.edu/		Email	

12	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		Email	
13 Added July 2016	City University of Seattle Career Planning & Placement 1190 NE First St. Bellevue, WA 98005 Phone: 206-239-4576 Email: alumni@cityu.edu Website: http://www.cityu.edu/		Email	
14	Colorado Media School Terry Cuff 404 S. Upham Street Lakewood, CO 80226 Phone: 303-937-7070 Email: tcuff@beonair.com Website: www.beonair.com		Email	
15	Collective Talent Michael Bille 1721 Richardson Place Tampa, FL 33606 Phone: 813-254-9695 Email: bille@michaelsmedia.com Website: www.collectivetalent.com		Email	
16 Added July 2016	Columbia Basin College 2600 N. 20 th Ave. Pasco, WA 99301 Phone: 509-542-4824 Email: jobconnects@columbiabasin.edu Website: https://www.columbiabasin.edu/index.aspx		Website	
17	Confederated Tribes of the Colville Reservation Employment & Training Department Job Dispatcher PO Box 150 Nespelem, WA 99155 Phone: 509-634-2729 Fax: 509-634-2734 Email: angie.herman@colvilletribes.com/ Website: www.colvilletribes.com		Email	

18	Division of Vocational Rehabilitation Carol Baker 1313 N. Atlantic, Suite 1000 Spokane, WA 99201 Phone: 509-363-4757 Fax: 509-329-3718 Email: carol.baker@dshs.wa.gov Website: www1.dshs.wa.gov/dvrl		Email	
19	East Central Community Center Barbara Wilson 500 S. Stone Spokane, WA 99202 Phone: 509-868-0856 Fax: 509-625-6915 Email: frontdesk1@ecspokane.org Website: www.ecspokane.org		Email	
20	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		Website	
21 Added July 2016	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/		Email	
22 Added July 2016	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/		Email	
23 Added July 2016	Eastern Washington University Department of Theatre & Film Pete Porter – Chair of Theatre & Film Department & Associate Professor RTV 107 Cheney, WA 99004 Phone: 509-359-6388 Email: pporter@ewu.edu Website: https://www.ewu.edu/		Email	

24	<p>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</p>		Email	
25	<p>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</p>		Email	
26 Added July 2016	<p>Edmonds Community College 20000 68th Ave. W Lynwood, WA 98036 Phone: 425-640-1256 Fax: 425-640-1121 Email: careeractioncenter@edcc.edu Website: http://www.edcc.edu/default.html</p>		Website	
27	<p>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/</p>	Yes	Email	
28	<p>Filipino American Assoc. of the Inland Northwest Job Placement Coordinator 6107 S. Madelia Spokane, WA 99223 Phone: 509-626-2479 Website: www.faaie.org</p>		Letter	
29	<p>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</p>		Website	1

30	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	
31	Greater Spokane Incorporated Nancy Vanni 801 W. Riverside, Suite 100 Spokane, WA 99201 Phone: 509-624-1393 Fax: 509-747-0077 Email: info@greaterspokane.org Website: www.greaterspokane.org		Website	
32 Added Oct. 2015	Hiring our Heroes 1615 H. Street N.W. Washington, D.C. 20062-2000 Phone: Email: support@myhoh.org Website: www.myhoh.org		Website	
33	Idaho Department of Labor 317 W. Main Street Boise, ID 83735 Phone: 208-332-3570 Website: www.labor.idaho.gov		Website	
34	Idaho State Association of Broadcasters Connie Searles 1674 W. Hill Road, Suite 3 Boise, ID 83702 Phone: 208-345-3072 Email: isba@qwestoffice.net Website: www.idahobroadcasters.org		Website	
35 Added July 2016	Idaho State University Career Center Museum Building, Room 418 Campus Stop 8108 Pocatello, ID 83209 Phone: 208-282-2380 Fax: 208-282-4611 Email: careers@isu.edu Website: http://www.isu.edu/		Website	

36	Illinois Media School Career Services Don Clark, Career Services Director 530 South State Street Chicago, IL 60605 Phone: 312-884-8000 Email: dclark@beonair.com Website: www.beonair.com		Email	
37 Added Oct. 2015	Indeed.com 7501 N. Capital of Texas Highway, Bldg. B Austin, TX 78731 Phone: 800-462-5842 Website: www.indeed.com		Website	17
38	Interface College Placement 178 S. Stevens Spokane, WA 99201 Phone: 509-467-1727 Fax: 509-467-3804 Email: karen@interface.edu Website: www.interface.edu		Email	
39	ITT Technical Institute Career Services Dennis Gagaoi 13518 East Indiana Avenue Spokane Valley, WA 99216-1589 Phone: 509-926-2900 Fax: 509-926-2908 Email: dgagaoi@itt-tech.edu Website: www.itt-tech.edu		Email	
40	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 / kviewtv.com	Yes	Email	
41	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		Email	18

42	KXLY.com 500 West Boone Avenue Spokane, WA 99201 Phone: Website: www.kxly.com		Website	10
43	LDS Employment Resource Services 200 N. Mullan, Ste. 220 Spokane Valley, WA 99206 Phone: 509-928-2534 Fax: 509-922-3556 Email: wel-ec-spokane@ldschurch.org Website: www.ldsjobs.org		Email	
44 Added July 2016	Lewis-Clark State College Career & Advising Services Reid Centennial Hall, Room 208 Lewiston, ID 83501 Phone: 208-792-2313 Fax: 208-792-2313 Email: dlybyer@lcsc.edu Website: http://www.lcsc.edu/		Website	
45	Martin Luther King Jr. Family Outreach Center Family Emergency Services (FES)- Cristal Betancourth 845 S. Sherman St. Spokane, WA 99202 Phone: 509-455-8722, ext. 204 Fax: 509-455-3643 Email: cbetancourth@mlkspokane.org Website: www.mlkspokane.org		Fax	
46	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		Website	
47	Medialine Rich Everitt 1209 Wood Valley Road August, GA 30909 Phone: 706-364-7564 Email: rich@medialine.com Website: www.medialine.com		Email	

48	Miryam's House of Transition Ami Manning 1805 West 9th Avenue Spokane, WA 99204 Phone: 509-747-9222 Fax: 509-747-7261 Email: amanning@help4women.org Website: www.help4women.org		Email	
49 Added July 2016	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/		Website	
50	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	Yes	Email	
51	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		Website	
52	Northeast Community Center Tracy Swank N. 4001 Cook Spokane, WA 99207 Phone: 509-487-1603 Fax: 509-474-1027 Email: necommunitycenter@gmail.com Website: www.myspokane.net/necca		Email	
53	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		Email	

54 Added July 2016	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/		Website	
55 Added July 2016	Pacific Lutheran University Career Connections Jody Horn – Recruiting and Outreach Manager Ramstad Hall, Room 112 Tacoma, WA 98447-0003 Phone: 253-536-5104 Fax: 253-536-5104 Email: career@plu.edu Website: http://www.plu.edu/		Website	
56 Added July 2016	Portland State University Advising & Career Services Ann Mestrovich – Assistant Director/Employer Relations Coordinator P.O. Box 751 – ACS Portland, OR 97207-0751 Phone: 503-725-4005 Fax: 503-725-5373 Email: careerconnect@pdx.edu Website: http://www.pdx.edu/		Website	
57	QueenB Radio Wisconsin, Inc. Judy Boldt 51 Means Drive Platteville, WI 53818 Phone: 608-349-2014 Fax: 608-349-2002 Email: jbaldt@queenbradio.com	Yes	Email	
58	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	Yes	Email	
59	Radio & Television Business Report April McLynn P.O. Box 6633 Woodbridge, VA 22195 Phone: 703-490-3099 Email: aMclynn@rbr.com Website: www.rbr.com		Website	

60 Added July 2016	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/		Website	
61 Added July 2016	Seattle University Career Services 901 12 th Ave. P.O. Box 222200 Seattle, WA 98122 Phone: 206-296-6080 Email: CareerServices@Seattleu.edu Website: https://www.seattleu.edu/		Website	
62 Added July 2016	SimplyHired.com 525 Almanor Ave., Suite 100 Sunnyvale, CA 94085 Phone: 650-254-9000 Fax: 650-254-9001 Email: support@simplyhired.com Website: http://www.simplyhired.com/		Website	
63	Skills-Kin Program Coordinator Amanda Vazquez 4004 E. Boone Avenue Spokane, WA 99202 Phone: 509-326-6760 Fax: 509-327-3316 Email: avazquez@skills-kin.org Website: www.skills-kin.org	Yes	Email	
64	SL Start & Associates, LLC Nancy Surma Employment Services 5709 W. Sunset Hwy., Suite 100 Spokane, WA 99224 Phone: 509-509-2750 Fax: 509-326-9207 Email: nsurma@slstart.com Website: www.slstart.com		Email	
65 Added July 2016	Southern Oregon University Office of Career Connections Hannon Library 113A 1250 Siskiyou Boulevard Ashland, OR 97520 Phone: 541-552-6131 Website: http://www2.sou.edu/		Website	

66	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: nshiner@specshoward.edu tsherock@specshoward.edu dkernen@specshoward.edu kburns@specshoward.edu Website: www.specshoward.edu	Yes	Email	
67	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: www.scc.spokane.edu		Website	
68	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	
69	Spokane Craigslist 1381 9 th Ave. San Francisco, CA 94122 Phone: 415-566-6394 Website: www.spokane.craigslist.org		Website	3
70	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: mindy.smith@spokanefalls.edu Website: myinterfase.com/spokanefalls/employer		Website	
71	Spokane Tribe of Indians Monica Tonasket Administrative Director P.O. Box 100 Wellpinit, WA 99040 Phone: 509-458-6538 Fax: 509-458-6556 Email: monicaw@spokanetribe.com Robi.flett@spokanetribe.com Website: www.spokanetribe.com		Email	

72	SpokaneHelpWanted.com 11 Abrams Road Central Valley, NY 10917 Phone: 800-365-8630 Email: EmployerSupport@RegionalHelpWanted.com Website: www.spokanehelpwanted.com		Website	2
73 Added July 2016	The Evergreen State College Career Development Center Library 2153 2700 Evergreen Parkway NW Olympia, WA 98505 Phone: 360-867-6193 Fax: 360-867-5343 Email: careerdevelopment@evergreen.edu Website: http://evergreen.edu/		Website	
74 Added July 2016	TheLadders.com 55 Water Street New York, NY 10041 Phone: 1-866-800-4640 Email: help@theladders.com Website: https://www.theladders.com/		Website	
75	The Native Project Job Placement Coordinator 1803 W. Maxwell Spokane, WA 99201 Phone: 509-325-5502 Email: info@nativeproject.org Website: www.nativeproject.org		Email	
76	Transitional Living Center Job Placement Coordinator 3128 North Hemlock Spokane, WA 99205 Phone: 509-325-2959 Email: bgarberg@help4women.org Website: www.help4women.org		Email	
77	Transitions Jamie Borgan 3102 W. Ft. George Wright Dr. Spokane, WA 99224 Phone: 509-328-6702 Fax: 509-325-9877 Email: jborgan@help4women.org Website: http://help4women.org		Email	

78	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		Email	1
79	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		Email	
80	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		Website	1
81	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	
82	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	
83	University of Oregon Office of Multicultural Academic Success Job Placement Coordinator 1255 University of Oregon, Suite 164 Eugene, OR 97403 Email: jobs@uoregon.edu Website: www.uoregon.edu		Letter	

84 Added July 2016	University of Portland Career Center Amy Cavanaugh – Director/Employer Relations Orrico Hall Lower Level, MSC 143 5000 N. Willamette Blvd. Portland, OR 97203 Phone: 503-943-7201 Email: career@up.edu Website: http://www.up.edu/		Website	
85	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	
86 Added July 2016	Walla Walla Community College Career & Employment Services Center 500 Tausick Way Walla Walla, WA 99362 Phone: 509-527-4262 Fax: 509-524-4795 Website: http://www.wvcc.edu/		Website	
87	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	
88 Added July 2016	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	
89 Added July 2016	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	

90	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	Yes	Email	
91 Added July 2016	Wenatchee Valley College Career Center Wenatchi Hall, Rooms 2128 & 2130 1300 Fifth Street Wenatchee, WA 98801 Phone: 509-682-6858 509-682-6579 Website: http://www.wvc.edu/default.asp		Website	
92	West Central Community Center Kat Hartsell N. 1603 Belt Spokane, WA 99205 Phone: 509-326-9540 Fax: 509-326-2347 Email: khartsell@westcentralcc.org Website: www.westcentralcc.org		Email	
93 Added July 2016	Western Oregon University Service Learning and Career Development 343 N. Monmouth Ave. Monmouth, OR 97361 Phone: 503-838-8432 Fax: 503-838-8651 Email: slcd@wou.edu Website: http://www.wou.edu/		Website	
94 Added July 2016	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: careers@wwu.edu Website: http://www.wwu.edu/		Website	
95	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		Website	

96	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		Website	
97	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.go2worksource.com		Website	2
98	Yakama Nation Tribal Employment Rights Office Tess French PO Box 151 Toppenish, WA 98948 Phone: 509-865-5121 Fax: 509-865-6719 Email: tessf@yakama.com Website: yakamanation-nsn.gov		Email	
99	YFA Connections Sarah Duering PO Box 3344 Spokane, WA 99220 Phone: 509-532-2000, Ext. 18 Fax: 509-532-2005 Email: sduering@yfaconnections.org Website: www.yfaconnections.org		Email	
100	YMCA Herb Hylton 1126 N. Monroe Spokane, WA 99201 Phone: 509-838-3577 Fax: 509-393-4096 Email: hhylton@ymcaspokane.org Website: www.ymcaspokane.org		Email	
101	YWCA of Spokane Chris Chandler – Women to Work Program Coordinator 930 N. Monroe Spokane, WA 99201 Phone: 509-789-9299 Fax: 509-326-1597 Email: chrisc@ywcaspokane.org Website: ywcaspokane.org		Email	

OTHER REFERRAL SOURCES**10/1/2015 – 9/30/2016**

Number	Contact Information	Did source request notification	Notify via:	# of interviewees referred by source
1	Outside Referrals	N		4
2	Partnership in Employment Career Fair Spokane Convention Center	N		2
3	Facebook Website: Facebook.com	N		2
4	LinkedIn Website: LinkedIn.com	N		2
5	Radio Ink Thomas Elmo 1901 S. Congress Ave., #118 Boynton Beach, FL 33426 Phone: 561-655-8778 Email: thomaselmo@gmail.com Website: radioink.com	N		0

EEO OUTREACH INITIATIVES
October 1, 2015 – September 30, 2016

- 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 8 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 10 students on school projects for their advertising class.
- TV and Radio sales participate in a formal mentorship program for entry level sales account executives.
- 10/9/15 – News Director spoke with students from Whitworth University on how a newsroom operates and skills needed for careers in broadcasting.
- 10/12/15 – MMJ spoke to Gonzaga marketing students about broadcast media, careers in media.
- 10/14/15 – 2 MMJs visited Discovery Day (Career Fair) at Glover Middle School to discuss jobs in broadcasting.
- 10/15/15 – Weather Anchor visited Summit School to discuss weather and jobs in broadcasting.
- 10/16/15 – MMJ spoke to students at SFCC about generating story ideas, ethics and skills needed to be successful in broadcasting.
- 10/20/15 - Director of HR met with a student to discuss his interest in broadcasting. He received a tour of the station and discussed skills needed in the radio and TV broadcasting industry.
- 10/22/15 – Director of HR met with Whitworth students for Mock Interviews.
- 10/27/15 - Director of HR and General Sales Manager participated in Gonzaga All Major Career Fair.
- 11/6/15 – Weather Anchor talked with advanced students from West Valley Middle School about work, work ethics, and careers in broadcasting.
- 12/1/15 – TV Sales executive was interviewed by a Gonzaga student on the broadcast sales industry.
- 12/1/15 – Graphic Designer met with Boy Scouts to discuss careers in graphic design and how it relates to the broadcasting industry.
- 12/9/15 - News Director spoke to students at Gonzaga University who visited the station about careers in broadcasting/journalism. They also watched the 5pm newscast.
- 1/23/16 – Anchor presented at Gonzaga University Corporate Communications class and reviewed various news clips and discussed careers in broadcasting.

- 1/28/16 – GMNW Anchor read to Roosevelt Elementary students and discussed the importance of reading and how it is necessary for all jobs including those in news.
- 2/9/16 – MMJ was interviewed by a Gonzaga University student to learn about the in's and outs of broadcasting and how to obtain a job in this field.
- 2/24/16 - TV GM, Radio Market Manager, TV GSM, Radio Promotions Manager and HR attended the Partnership in Employment 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.
- 2/25/16 – Radio On-air talent was interviewed by a student for her school's Career Project that required her to interview someone in the Music/Radio Producing industry.
- Feb. 2016 – Assistant News Director and GMNW Anchor participated in WSU's Murrow Mentor program.
- 3/1/16 - GMNW Anchor read to Ness Elementary students for Read Across America Day and discussed the importance of reading and how it is necessary for all jobs including those in news.
- 3/3/16 – Radio On-air talent and PD spoke with Horizon Middle School students about careers in radio.
- 3/17/16 – GMNW Anchor participated in the Dinners with Dads event to discuss literacy issues and talked about his job in broadcasting.
- 3/23/16 – Anchor/MMJ spoke with Coeur d'Alene Fire Department about basic public information officer course. Discussed how the newsroom operates and the different positions in the newsroom.
- 3/30/16 – On-air radio host was a speaker at MediaFest which is where high school students learn about TV and radio journalism.
- 3/30/16 - Assistant News Director and GMNW Anchor participated in WSU's Murrow Symposium doing a workshop with students and speaking in a panel discussion and providing one-on-one career coaching.
- 4/9/16 – News Director spoke to Gonzaga students about the changing face of media.
- 4/12/16 – Sports Anchor/Reporter spoke to Gonzaga students about working in news as a sports reporter and careers in broadcasting.
- 4/12/16 – HR mailed a letter to 70 contacts on our Recruitment List requesting an update of contact information to allow us to send them notification of current and future job vacancies.
- 4/13/16 - News Director spoke to students at Gonzaga University about legal and ethical decision-making as well as careers in broadcasting/journalism.
- 4/14/16 – Promotion Director and Promotion Manager attended Whitworth University's Summer Job and Internship Fair and met with students seeking employment. Discussed job opportunities at KXLY.
- 4/16/16 – Assignment Desk Manager spoke on a panel at Whitworth University regarding journalism ethics.
- 4/20/16 – Radio AE participated in Washington Future Business Leaders of America and spoke to high school students in attendance.

- 4/21/16 – GMNW Anchor participated in a Young Professionals event and discussed careers in broadcasting.
- 5/4/16 - 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.
- 5/20/16 – Radio AE presented to Rotary Club about KXLY, how sales works in broadcasting, ratings and careers in broadcasting.
- 6/4/16 – News Director spoke to 50 high school and college students about KXLY and careers in journalism.
- 6/15/16 – GM of WISC TV attended the NABEF MSI Career fair on behalf of the Morgan Murphy Media corporation. Referred several students to our station for interviews and to learn about career opportunities at our WA stations.
- 8/25/16 – GM and HR participated in the Hiring Heroes career fair targeted to match Guard and Reserve, Veterans and their families with employers. Met job seekers and discussed career opportunities at KXLY.
- 9/5/16 – News Director hosted 5 Gonzaga University journalism students and discussed careers in broadcasting and they watched a live evening newscast.
- 9/6/16 – GMNW Anchor spoke at Compass Club regarding women in media and jobs in journalism.
- 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:

2015

HR webinars – HR – various HR webinars – October - November
 FCC's EEO rules and Public file requirements – HR – October
 NAB Small Market Exchange Conference – TV GM, TV Sales Manager, AEs – Oct. 2015
 TVB – Research and Sales presentation – TV GM, TV Sales Manager, AEs – Oct. 2015
 Baron weather system training – Engineering – Oct. 2015
 Google Adwords training – Radio AEs – Oct. 2015
 Controller workshop – Accounting – Oct. 2015
 Transmitter School – Engineering – Oct. 2015
 **Transitioning from staff to manager – News – Oct. 2015
 Media Monitors training – TV Sales – Nov. 2015
 ACA / ADP training – HR and Accounting – Dec. 2015

2016

All TV Sales & GM participated in LMA on-line training – Jan. 2016
 ** Radio Promotions Manager attended Employment Law for Supervisors class – Jan. 2016
 Radio AE participated in Advanced Digital Media certification training– Jan. 2016
 Comptroller attending copyright training - Feb. 2016
 All Radio sales participated in Guarantee Digital and LMA training - Feb. 2016
 All sales participated in Google Analytics training - Feb. 2016
 GM attended BrandForge training - Feb. 2016
 Director of Engineering attending an IP Network Troubleshooting workshop - Feb. 2016

2016 continued

Promotions Director attending the Radio Contraband Convention- Feb. 2016

HR attended various seminars – FLSA, Employment Law, recruitment, ESSL - March 2016

Traffic received Traffic Professionals Political Expertise certification - March 2016

Director of Engineering attended an Engineering workshop- March 2016

**Radio LSM attended Employment Law for Supervisors class - March 2016

Multiple TV and radio employees attended WSAB's Political Workshop - March 2016

TV Sales department attending ZypMedia training - April 2016

GM and Director of Engineering attended NAB conference and various workshops and seminars – April 2016

ABC Affiliate meeting – GM – May 2016

Baron Weather training- News – June 2016

FLSA training – HR – June 2016

LMA and Noll & Associates training – TV AE – June 2016

Simplifi training – Radio AE – August 2015

NAB Small Market TV Exchange conference – GM, TV Sales – Sept. 2016

WideOrbit programmatic training – GM, Sales Director – Sept. 2016

Wage and Labor seminar – HR – Sept. 2016
