

September 30, 2014

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

**2013 – 2014 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, 2013 – September 30, 2014 (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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**2014 EEO Public File Report  
October 1, 2013 – September 30, 2014**

Job Title	Date Position Filled	Recruitment Sources Used	Hire Source	Referral Sources of Interviewees	# of Interviews
News Production Technician (2 openings)	11/24/13	EEO Recruiter List	Employee Referral	Employee referral - 1 Craigslist.com-1 KXLY.com-1	3*
	1/6/14		KXLY.com		
MMJ (3 openings)	1/8/14	EEO Recruiter List	Employee Referral	Employee Referral -1 Tvjobs.com - 3 ASU- 1	5*
	1/20/14		Tvjobs.com		
	2/3/14		ASU		
KEZE On-air/Asst. PD	2/10/14	EEO Recruitment list All Access Inside Radio Radio Ink Tom Taylor Now newsletter	All Access	All Access - 3 Facebook - 1	4
Digital Sales Specialist	2/27/14	EEO Recruiter List LinkedIn Geekwire Internal Applicant Zip Recruiter	Internal applicant	Internal Applicant - 3 WSU - 1 Craigslist - 1 Employee Referral - 2 KXLY.com - 1	8
TV Sales Assistant	3/21/14	EEO Recruiter List	KXLY.com	KXLY.com - 2 Craigslist - 1 EE referral - 1	4
Weekend Anchor / MMJ	3/30/14	EEO Recruiter List	Internal applicant	Internal applicant - 1 Employee referral - 1 TV Jobs.com - 2 David Rosenberg - 1	5
Radio Account Executive	4/8/14	EEO Recruiter List	Employee Referral	Employee Referral -2 Worksource - 1	3*
	4/25/14		Employee Referral		
Local Sales Assistant - Digital	4/7/14	EEO Recruiter List	Employee Referral	Employee referral - 2 KXLY.com - 1	3
News Production Technician	4/10/14	EEO Recruiter List	Spokanehelpwanted.com	Spokanehelpwanted.com - 1 Employee referral - 2	3
Radio Promotions Asst.	4/21/14	EEO Recruiter List	KXLY.com	KXLY.com - 1 Employee Referral - 4 Career Fair - 1 Craigslist - 1	7
MMJ (2 openings)	6/2/14	EEO Recruiter List	Employee Referral	Employee referral - 2 TV Jobs - 1	3*
	9/18/14		TV Jobs		
Weekend Weather Anchor / MMJ	8/9/14	EEO Recruiter List	Employer Initiated	TV Jobs - 1 Internal applicant - 1 Employer Initiated - 1	3
KEZE On-air/Asst. PD	9/2/14	EEO Recruiter List All Access	All Access	All Access - 2 Employee Referral - 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):

54

Referral Sources	# of Interviewees Referred
All Access	5
ASU	1
Career Fair	1
Facebook	1
KXLY.com	6
KXLY Employee Referral	19
KXLY Employer Initiated contact	1
KXLY Internal Applicant	5
David Rosenberg (agent)	1
Spokane Craigslist.com	4
Spokanehelpwanted.com	1
TVJobs.com	7
Worksource	1
WSU	1

EEO RECRUITER LIST  
10/1/2013 – 9/30/2014

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 99201 Phone: 509-325-7712 Fax: 509-325-7729 Email: sreiter@aarp.org and kejohnson@aarp.org Website: www.jobsaarp.org		Email	
2	American Indian Community Center Kathy Richards 801 E. 2nd Ave., Suite 10 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	1
4	Bates Technical College Job Services, Shirley Miller 1011 S. Yakima Avenue Tacoma, WA 98405-4895 Phone: 253-680-7240 Fax: 253-680-7187 Email: jobservices@bates.ctc.edu Website: www.bates.ctc.edu		Email	
5	California Chicano News Media Assn. (CNMA) 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@cnma.org Website: www.cnma.org		Email	
6	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 Web site: www.spokanecity.org		Email	

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<p><b>7</b> Added March 2014</p>	<p>Colorado Media School Terry Cuff 404 S. Upham Street Lakewood, CO 80226 Phone: 303-937-7070 Email: <a href="mailto:tcuff@beonair.com">tcuff@beonair.com</a> Website: <a href="http://www.beonair.com">www.beonair.com</a></p>		<p><b>Email</b></p>	
<p><b>8</b></p>	<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>		<p><b>Email</b></p>	
<p><b>9</b></p>	<p>Confederated Tribes of the Colville Reservation Employment &amp; Training Department Job Dispatcher PO Box 150 Nespelem, WA 99155 Phone: 509-634-2732 Fax: 509-634-2734 Email: <a href="mailto:angie.herman@colvilletribes.com/">angie.herman@colvilletribes.com/</a> Website: <a href="http://www.colvilletribes.com">www.colvilletribes.com</a></p>		<p><b>Email</b></p>	
<p><b>10</b></p>	<p>Division of Vocational Rehabilitation Carol Baker 1313 N. Atlantic, Suite 1000 Spokane, WA 99201 Phone: 509-363-4757 Fax: 509-329-3718 Email: <a href="mailto:carol.baker@dshs.wa.gov">carol.baker@dshs.wa.gov</a> Website: <a href="http://www1.dshs.wa.gov/dvrl">www1.dshs.wa.gov/dvrl</a></p>		<p><b>Fax</b></p>	
<p><b>11</b></p>	<p>East Central Community Center Barbara Wilson 500 S. Stone Spokane, WA 99202 Phone: 509-868-0856 Fax: 509-625-6915 Email: <a href="mailto:barbaraw@ecspokane.org">barbaraw@ecspokane.org</a> Website: <a href="http://www.eastcentralcommunitycenter.org">www.eastcentralcommunitycenter.org</a></p>		<p><b>Email</b></p>	
<p><b>12</b></p>	<p>Eastern Washington University Career Services Dena Ogden, Employer Relations Mgr. 114 Showalter Hall Cheney, WA 99004-2431 Phone: 509-359-6365 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>		<p><b>Website</b></p>	
<p><b>13</b></p>	<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>		<p><b>Email</b></p>	

<b>14</b>	Eastern Washington University Women's Studies Center Micki Werner 526 5th Street, MS 166 Cheney, WA 99004-2431 Phone: 509-359-2847 Website: www.ewu.edu		<b>Letter</b>	
<b>15</b>	ENSO Employment Service Ryan Newell 508 W. 6th Ave., #400 Spokane, WA 99204 Phone: 509-475-5263 Fax: 509-326-8188 Email: ryan.enso@hotmail.com Website: www.enso.ws/	<b>Yes</b>	<b>Email</b>	
<b>16</b>	Filipino American Assoc. of the Inland Northwest Job Placement Coordinator 6107 S. Madelia Spokane, WA 99223 Phone: 509-626-2479 Website: www.faaie.org		<b>Letter</b>	
<b>17</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: franks-harding@gonzaga.edu Website: www.zagtrax.net		<b>Website</b>	
<b>18</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: TammyB@giin.org Website: www.DiscoverGoodwill.org	<b>Yes</b>	<b>Email</b>	
<b>19</b>	Greater Spokane Incorporated Marketing Maria Vandervert 801 W. Riverside, Suite 100 Spokane, WA 99201 Phone: 509-321-3608/509-321-3629 Fax: 509-747-0077 Email: mvandervert@greaterspokane.org Website: www.greaterspokane.org		<b>Email</b>	
<b>20</b>	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.ISBA.org		<b>Email</b>	

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<b>21</b> Added March 2014	Illinois Center for Broadcasting 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		<b>Email</b>	
<b>22</b>	Institute for Extended Learning PACE Services Karen Howland, Program Coordinator 3305 W. Fort George Wright Dr. Spokane, WA 99224 Phone: 509-279-6276 Fax: 509-279-6216 Website: www.iel.spokane.edu		<b>Letter</b>	
<b>23</b>	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		<b>Email</b>	
<b>24</b>	ITT Technical Institute Career Services Sandy Burda 13518 East Indiana Avenue Spokane Valley, WA 99216-1589 Phone: 509-926-2900 Fax: 509-926-2908 Email: sburda@itt-tech.edu Website: www.itt-tech.edu		<b>Email</b>	
<b>25</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>26</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>25</b>
<b>27</b>	KXLY.com 500 West Boone Avenue Spokane, WA 99201 Phone: Website: www.kxly.com		<b>Website</b>	<b>6</b>

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<b>28</b>	LDS Employment Resource Services Sherrie Hibberd 200 N. Mullan, Ste. 220 Spokane Valley, WA 99206 Phone: 509-928-2534 Fax: 509-922-3556 Email: <a href="mailto:wei-ec-spokane@ldschurch.org">wei-ec-spokane@ldschurch.org</a> Website: <a href="http://www.ldsjobs.org">www.ldsjobs.org</a>			<b>Email</b>
<b>29</b>	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: <a href="mailto:cbetancourth@mlkspokane.org">cbetancourth@mlkspokane.org</a> Website: <a href="http://www.mlkspokane.org">www.mlkspokane.org</a>			<b>Fax</b>
<b>30</b>	Medialine Mark Shilstone PO Box 51909 Pacific Grove, CA 93950 Phone: 800-237-8073 Email: <a href="mailto:rich@medialine.com">rich@medialine.com</a> Website: <a href="http://www.medialine.com">www.medialine.com</a>			<b>Email</b>
<b>31</b>	Miryam's House of Transition Ami Manning 1805 West 9th Avenue Spokane, WA 99204 Phone: 509-747-9222 Fax: 509-747-7261 Email: <a href="mailto:amanning@help4women.org">amanning@help4women.org</a> Website: <a href="http://www.help4women.org">www.help4women.org</a>			<b>Email</b>
<b>32</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: <a href="mailto:jvervoort@wisctv.com">jvervoort@wisctv.com</a> Website: <a href="http://www.channel3000.com">www.channel3000.com</a>	<b>Yes</b>		<b>Email</b>
<b>33</b>	My Air Check Scott Russell 1-771 Gibsons Way Gibsons, B.C. Canada V0N 1V9 Phone: 604-740-1374 Email: <a href="mailto:registration@myaircheck.com">registration@myaircheck.com</a> Website: <a href="http://www.Myaircheck.com">www.Myaircheck.com</a>	<b>Yes</b>		<b>Email</b>
<b>34</b>	North Idaho College Career Center Gail Laferriere 1000 W. Garden Ave. Coeur d'Alene, ID 83814 Phone: 208-769-7700 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>			<b>Website</b>

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<b>35</b>	Northeast Community Center Tracy Swank N. 4001 Cook Spokane, WA 99207 Phone: 509-487-1603 Fax: 509-474-1027 Email: <a href="mailto:necommunitycenter@gmail.com">necommunitycenter@gmail.com</a> Website: <a href="http://www.myspokane.net.necca">www.myspokane.net.necca</a>			<b>Email</b>
<b>36</b> Added March 2014	Oregon Association of Broadcasters Bill Johnstone 9020 SW Washington Square Rd, #140 Portland, OR 97223 Phone: 503-443-2299 Fax: 503-443-2488 Email: <a href="mailto:theoab@theoab.org">theoab@theoab.org</a> Website: <a href="http://www.theoab.org">www.theoab.org</a>			<b>Email</b>
<b>37</b>	QueenB Radio Wisconsin, Inc. Judy Boldt 51 Means Drive Platteville, WI 53818 Phone: 608-349-2014 Fax: 608-349-2002 Email: <a href="mailto:jboldt@queenbradio.com">jboldt@queenbradio.com</a>	<b>Yes</b>		<b>Email</b>
<b>38</b>	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>	<b>Yes</b>		<b>Email</b>
<b>39</b>	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>	<b>Yes</b>		<b>Email</b>
<b>40</b>	S.L. Start Employment Services Specialist Shannon McLain 900 N. Monroe Avenue, #200 Spokane, WA 99205 Phone: 509-328-2740 Fax: 509-326-9207 Email: <a href="mailto:smclain@sistart.com">smclain@sistart.com</a> Website: <a href="http://www.sistart.com">www.sistart.com</a>			<b>Email</b>
<b>41</b>	Spokane Community College Workforce Education & Career Services N. 1810 Green St. MS 2063 Spokane, WA 99217 Phone: 509-533-8678 Fax: 509-533-8681 Website: <a href="http://www.scc.spokane.edu">www.scc.spokane.edu</a>			<b>Website</b>

42	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	
43	Spokane Craigslist 1381 9 <sup>th</sup> Ave. San Francisco, CA 94122 Phone: 415-566-6394 Website: www.spokane.craigslist.org		Website	4
44	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: www.myinterfase.com/spokanefalls/employer		Website	
45	Spokane Tribe of Indians Human Resources Dept. Monica Tonasket PO Box 206 Wellpinit, WA 99040 Phone: 509-458-6527 Fax: 509-458-6556 Email: monicaw@spokanetribe.com/ hradmin@spokanetribe.com Website: www.spokanetribe.com		Email	
46	SpokaneHelpWanted.com 11 Abrams Road Central Valley, NY 10917 Phone: 800-365-8630 Email: EmployerSupport@RegionalHelpWanted.com Website: www.spokanehelpwanted.com		Website	1
47	The Native Project Job Placement Coordinator 1803 W. Maxwell Spokane, WA 99201 Phone: 509-325-5502		Letter	
48	Transitional Living Center Job Placement Coordinator 3128 North Hemlock Spokane, WA 99205 Phone: 509-325-2959 Email: lhunt@help4women.org Website: www.help4women.org		Email	

49	<p>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</p>		Email	
50	<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	7
51	<p>United States Air Force  Discovery Center  Angela O'Connell  4 West Castle Street  Fairchild AFB, WA 99011  Phone: 509-247-2246  Fax: 509-247-5099  Email: angela.oconnell.1@us.af.mil  Website: www.fairchildfamilysupport.org</p>		Email	
52	<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	
53	<p>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</p>		Letter	
54	<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	
55	<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	

<b>56</b>	<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>		<b>Email</b>	
<b>57</b>	<p>Washington State University  Murrow College of Communication  Tami Vik  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>  Website: <a href="http://www.wsu.edu">www.wsu.edu</a></p>		<b>Email</b>	<b>1</b>
<b>58</b>	<p>West Central Community Center  Kat Hartsell  N. 1603 Belt  Spokane, WA 99205  Phone: 509-326-9540  Fax: 509-326-2347  Email: <a href="mailto:khartsell@westcentralcc.org">khartsell@westcentralcc.org</a>  Website: <a href="http://www.westcentralcc.org">www.westcentralcc.org</a></p>		<b>Email</b>	
<b>59</b> Added April 2014	<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>		<b>Website</b>	
<b>60</b>	<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>		<b>Website</b>	
<b>61</b>	<p>WorkSource Spokane  Business Solutions  Jeff Miller  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></p>		<b>Website</b>	<b>1</b>

62	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	
63	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: <a href="http://www.yfaconnections.org">www.yfaconnections.org</a>		Email	
64	YMCA Herb Hylton 1126 N. Monroe Spokane, WA 99201 Phone: 509-838-3577 Fax: 509-393-4096 Email: hhylton@ymcaspokane.org Website: <a href="http://www.ymcaspokane.org">www.ymcaspokane.org</a>		Email	
65	YWCA Opportunity Center Erica Schreiber 930 N. Monroe Spokane, WA 99201 Phone: 509-789-9283 Fax: 509-326-1597 Email: ericas@ywcaspokane.org Website: <a href="http://ywcaspokane.org">ywcaspokane.org</a>		Email	

## OTHER REFERRAL SOURCES

10/1/2013 – 9/30/2014

Number	Contact Information	Did source request notification	Notify via:	# of interviewees referred by source
1	All Access 28955 PCH, #210 Malibu, CA 90265 Phone: 310-457-6616 Website: allaccess.com			5
2	Facebook Website: facebook.com			1
3	Geekwire 1416 NW 46 <sup>th</sup> St., #105 Seattle, WA 98107 Email: jobs@geekwire.com Website: geekwire.com			
4	InsideRadio 365 Union St. Littleton, NH 03561 Phone: 800-248-4242 x 711 Email: ads@insideradio.com Website: insideradio.com			
5	LinkedIn Website: LinkedIn.com			
6	Radio Ink Thomas Elmo 1901 S. Congress Ave., #118 Boynton Beach, FL 33426 Phone: 561-655-8778 Email: thomaselmo@gmail.com Website: radioink.com			
7	David Rosenburg – Agent			1
8	Tom Taylor Now Newsletter Kristy Scott 3925 Sussex Dr. Nashville, TN 37207 Phone: 818-591-6815 Email: kristy@rtk-media.com			
9	Zip Recruiter 1453 3 <sup>rd</sup> St. Promenade, #335 Santa Monica, CA 90401 Phone: 877-252-1062 Website: ziprecruiter.com			
10	Partnership in Employment Career Fair			1
11	M. Kordash			

09/30/14

**EEO OUTREACH INITIATIVES**  
**October 1, 2013 – September 30, 2014**

- 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.
- Offered internships in News and Radio Programming designed to assist college students in acquiring skills needed for broadcast employment.
- Conducted 21 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 11 job shadow opportunities for students to observe employees during the course of their work day for exposure to different broadcasting jobs.
- From 9/19/13 – 10/10/13, 8 employees from various departments in TV and radio went to Rogers High School to present information on careers in broadcasting. Topics included: Overview of broadcasting, television sales, TV on air jobs, Radio on air jobs, social media and web jobs, radio commercial production and creative services.
- 10/10/13 Mark Peterson met with Little Lego Lightbulbs to discuss weather for their science project. Mark also discussed careers in broadcasting and educational requirements.
- 10/20/13 Photographer conducted a workshop on shooting and editing news footage at ONE Church.
- 10/25/13 Photographer served on a panel at Whitworth University relating to careers in broadcasting and taught a workshop on video and lighting.
- 10/28/13 Assignment Desk Editor/Photographer worked with Brown Elementary students to shoot and edit a PSA video. They learned about photography jobs in broadcasting.
- 10/29/13 our Graphic Artist gave a presentation to Boy Scouts regarding jobs in art and media.
- 11/1/13 News Director, GM and HR spoke with EWU's Mass News Media class. Discussed careers in TV news, paths to this career, internships, finding jobs in this industry.
- 11/7/13 TV and Radio Sales managers assisted a WSU student with a school project. They discussed broadcast sales responsibilities.
- 11/11/13 Weather Anchor and News Production Supervisor met with Boy Scouts who were working on their weather and production merit badges. They talked about the different jobs in weather and broadcasting as well as the educational requirements.
- 11/14/13, KHTQ on-air talent met with a student who was working on a media project and interviewed Joe about radio jobs and what it's like working in radio.
- 12/5 and 12/16 KZZU On-air talent spoke to a Leadership class at Gonzaga University about his career in radio.

- 12/9/13 DJ on KEZE judged a marketing competition for local high school DECA students. Students presented mock marketing campaigns for a local business.
- On 2/26/14, TV GM, Radio Sales Director, Radio Promotions Director, 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.
- Radio and TV sales department assisted 14 students with projects related to broadcast media and advertising.
- 2/28/14, KXLY AM 920 host spoke at Eastern Washington middle school Principals and Athletic Directors conference.
- 3/5/14, KXLY FM on air talent spoke to University High School students about careers in broadcasting and marketing.
- 3/6/14, Executive Producer spoke to 2 WSU broadcasting classes about TV news, the business, resumes, ethics, etc., plus conducted one-on-one sessions with students.
- 3/12/14, News Director spoke to Whitworth University students about ethics in journalism and about careers in media.
- 4/14/14, News Director spoke to students at Gonzaga University about legal and ethical decision-making as well as careers in broadcasting/journalism.
- 5/13/14, all employees participated in a mandatory "Discrimination and Unlawful Harassment in the Workplace" training. All managers also participated in additional training to understand methods of ensuring equal employment opportunity and preventing discrimination.
- 5/14/14, KXLY engineer met with Skills Center to review learning options for students to make them more marketable in the field of broadcasting.
- 5/15/14, HR and Radio Promotions representatives attended Spokane Falls Community College job fair.
- 6/4/14, Chief Engineer conducted a mock interview with an engineering student from Spokane Community College.
- HR, mailed a letter on 6/27/14 to 67 contacts on our Recruitment List requesting an update of contact information to allow us to send them notification of current and future job vacancies.
- 9/5/14, News Director spoke to a recent college graduate about careers in media and broadcasting.
- 9/8/14, KZZU On-air talent spoke to a Social Media class at Gonzaga Graduate School of Business about social media and his career in radio.



- Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. Training included:

**2013**

Intro to Management – 2 new supervisors – Oct. 2013  
NAB Webinar on social media and Sales – TV sales – Oct. 2013  
Employment Law for supervisors – 1 new supervisor – Nov. 2013  
Strata training – TV Sales assistant – Dec. 2013  
20 hours of various HR webinars/workshops – HR – Oct. – Dec. 2013  
Arbitron and Tapscan training – Radio Sales - Dec. 2013

**2014**

Live Truck Safety & Power Line awareness training – News, radio promotions and engineering staff – Oct. 2012  
IB Training – TV Sales staff – Jan. 2014  
Strata training – TV Sales assistant – Jan. 2014  
StickyFish and Aqua media training – Radio sales – Jan. 2014  
Nielsen training – programming dept. – Feb. 2014  
Country Radio Seminar – Radio APD – Feb. 2014  
CALM Act webinar – Engineering – Mar. 2014  
FMLA seminar – HR – Mar. 2014  
WSAB Political broadcasting seminar – Various managers/Dept. Heads – Mar. 2014  
NAB conference – workshop and seminar attendance – Radio and TV GMs and Chief Engineer – April 2014  
Webinar regarding TV on-line political files – numerous employees – May 2014  
WSAB legal webinar “A legal guide to the cyber-jungle” – numerous employees – May 2014  
EEO training – “Discrimination and Unlawful Harassment in the Workplace” – all employees/managers – May 2014  
Legal news Dialogue training – News department – May 2014  
Avid training – News department – May 2014  
iNews training – News department – May 2014  
Local Media Revenue Summit – Radio AE – May 2014  
Avid Administrator training – Chief Engineer – June 2014  
Radio Ink Conference – Radio Management and PDs – June 2014  
Newsroom training for all news staff – safety, live truck, lap top – July 2014  
Morning Show Boot Camp Conference – Radio personnel – August 2014  
Radio NAB Conference – Radio GM, Engineering Director and Sales – Sept. 2014  
NAB Small Market Exchange Conference – TV GM, TV Sales Director, AE’s – Sept. 2014  
NAB – Broadcast Leadership Training – Radio GM – 10 month program beginning Sept. 2014  
NMHRA – HR conference – HR – Sept. 2014  
AMP Rewards training – Radio Sales AE – Sept. 2014

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