

Apple Valley Broadcasting, Inc.  
Response to EEO Audit Letter dated  
February 26, 2021  
Exhibit 3: Copy of 2020 EEO Public File  
Report

September 30, 2020

**KAPP 35.1, KAPP 35.2, KAPP 35.3, KAPP 35.4, KAPP 35.5, KAPP 35.6, KAPP 35.7,  
KVEW 42.1, KVEW 42.2, KVEW 42.3, KVEW 42.4, KVEW 42.5, KVEW 42.6, and  
KVEW 42.7**

**2019 – 2020 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: KAPP 35.1, KAPP 35.2, KAPP 35.3, KAPP 35.4, KAPP 35.5, KAPP 35.6, KAPP 35.7, KVEW 42.1, KVEW 42.2, KVEW 42.3, KVEW 42.4, KVEW 42.5, KVEW 42.6, and KVEW 42.7 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, 2019 – September 30, 2020 (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.

**2020 EEO Public File Report  
October 1, 2019 – September 30, 2020**

Job Title	Date Position Filled	Recruitment Sources Used	Hire Source	Referral Sources of Interviewees	# of Interviews
Producer/Director KVEW	11/20/19	EEO Recruiter List	Indeed.com	Indeed.com – 2 Employee Referral - 1	3
Account Executive – KVEW*	02/10/20	EEO Recruiter List	Indeed.com	Indeed.com – 6	8*
Account Executive – KVEW*	02/24/20	Indeed.com	Employee Referral	Employee Referral – 1 Outside referral - 1	
MMJ – KVEW	2/10/20	EEO Recruiter List LinkedIn	Agent	Employer Initiated – 3 Talent Agent – 1 Employee Referral – 1	5
Receptionist/Admin/Traffic Assistant KVEW	2/19/20	EEO Recruiter List	Employee Referral	Employee Referral – 1 Indeed.com – 1 Station website - 1	3
Morning Producer KVEW	4/7/20	EEO Recruiter List Facebook	Facebook	Facebook - 1 Indeed.com - 3	4
Anchor/MMJ	6/29/20	EEO Recruiter List Facebook	Station website	Station website – 1 Employer Initiated - 3 Facebook – 2	6
Digital Account & Project Manager	7/29/20	EEO Recruiter List	Indeed.com	Indeed.com – 2 Internal applicant – 1	3
MMJ	8/17/20	EEO Recruiter List Facebook	Employee Referral	Employee Referral – 1 Indeed.com – 2 Handshake – 1	4

\* Same applicant pool

<b>Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Past Year (this will be a raw number):</b>	<b>36</b>
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<b>Referral Sources</b>	<b># of Interviewees Referred</b>
Indeed.com	16
Employer Initiated	6
KAPP/KVEW Employee Referral	5
Facebook	3
Station website	2
KAPP/KVEW Internal Applicant	1
Outside Referral	1
Agent	1
Handshake	1

EEO RECRUITER LIST  
10/1/2019 – 9/30/2020

Number	Contact Information	Did source request notification	Notify via:	# of interviewees referred by source
<p style="text-align: center;"><b>1</b> (Sales only openings)</p>	<p><b>AdAbilities</b> Lucy Rice Director of Talent and Recruitment 6290 Ronald Reagon Drive, Suite 121 Lake St Louis, MO 63367 Phone: 314-276-2017 Email: <a href="mailto:lucy@adabilities.com">lucy@adabilities.com</a> Website: <a href="http://www.adabilities.com">www.adabilities.com</a></p>		<p style="text-align: center;">Sales Manager notifies her when we have openings</p>	
<p style="text-align: center;"><b>2</b></p>	<p><b>Arizona State University</b> Tempe, AZ 85281 Phone: 480-965-2100 <a href="https://asu-csm.symplicity.com/employers">https://asu-csm.symplicity.com/employers</a> Website: <a href="http://handshake.com">handshake.com</a></p>		<p style="text-align: center;">Handshake</p>	
<p style="text-align: center;"><b>3</b> (News only openings)</p> <p><small>(Updated contact name 09/18/20 KS)</small></p>	<p><b>King5 News</b> Joyce Taylor c/o KING TV 1501 First Avenue South Seattle, WA 98134 Phone: 206-448-3853 Email: <a href="mailto:jtaylor@king5.com">jtaylor@king5.com</a> Website: <a href="http://www.king5.com">www.king5.com</a></p>		<p style="text-align: center;">Email</p>	
<p style="text-align: center;"><b>4</b></p>	<p><b>ACRS Employment &amp; Training Serices</b> Yong Lim Oshie, Program Supervisor 3639 Martin Luther King Jr. Way S. Seattle, WA 98144 Phone: 206-695-7590 Email: <a href="mailto:yonglim@acrs.org">yonglim@acrs.org</a> Website: <a href="http://www.acrs.org">www.acrs.org</a></p>		<p style="text-align: center;">Email</p>	
<p style="text-align: center;"><b>5</b> (Engineering, Technical openings only)</p>	<p><b>Bates Technical College</b> Job Services, Shirley Miller 1011 S. Yakima Avenue Tacoma, WA 98405-4895 Phone: 253-680-7240 Fax: 253-680-7187 Email: <a href="mailto:jobservices@bates.ctc.edu">jobservices@bates.ctc.edu</a> Website: <a href="http://www.bates.ctc.edu">www.bates.ctc.edu</a></p>		<p style="text-align: center;">Email</p>	
<p style="text-align: center;"><b>6</b> (Engineering, Technical openings only)</p>	<p><b>Bates Technical College</b> Ken Witkoe, Instructor 1011 S. Yakima Avenue Tacoma, WA 98405-4895 Phone: 253-680-7761 Email: <a href="mailto:kwitkoe@bates.ctc.edu">kwitkoe@bates.ctc.edu</a> Website: <a href="http://www.bates.ctc.edu">www.bates.ctc.edu</a></p>		<p style="text-align: center;">Email</p>	
<p style="text-align: center;"><b>7</b> (Engineering, Technical openings only)</p> <p><small>(Updated Roland's email 9/18/20 KS)</small></p>	<p><b>Bates Technical College</b> Roland Robinson, Instructor 1011 S. Yakima Avenue Tacoma, WA 98405-4895 Phone: 253-680-7754 Email: <a href="mailto:rrobinson@batestech.edu">rrobinson@batestech.edu</a> Website: <a href="http://www.bates.ctc.edu">www.bates.ctc.edu</a></p>		<p style="text-align: center;">Email</p>	

8	<b>Big Bend Community College</b> 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: <a href="http://www.bigbend.edu">www.bigbend.edu</a>	Yes	Email	
9	<b>Boise State University</b> Career Center 1910 University Drive Boise, ID 83725-1310 Phone: 208-426-1747 Fax: 208-426-3437 Email: career@boisestate.edu Website: Handshake.com		Handshake	
10 <i>Added 09/23/20</i>	<b>Breezy HR</b> 1534 Oak St., Suite 301 Jacksonville, FL 32204 Phone: 844-9273399 Email: support@breezyhr.com Website: Breezyhr.com		Website	
11 <b>(News only openings)</b>	<b>California Chicano News Media Assn. (CCNMA)</b> Sylvia Wells Office Manager 3800 S. Figueroa Street Los Angeles, CA 90037-1206 Phone: 213-743-4960 Email: sylvia@ccnma.org Website: <a href="http://ccnma.org/">http://ccnma.org/</a>		Email	
12	<b>Carroll College</b> Career Services 1601 N. Benton Avenue Helena, MT 59625 Phone: 406-447-5532 Email: careers@carroll.edu Website: Handshake.com		Handshake	
13	<b>Central Washington University</b> Career Services 400 E. University Way Ellensburg, WA 98926 Phone: 509-963-1921 Email: career@cwu.edu Website: <a href="http://www.cwu.edu">www.cwu.edu</a>		Email	
14	<b>Central Washington University</b> Department of Communications Cynthia Mitchell – Digital Journalism Advisor, The Observer Bouillon 229 400 E. University Way Ellensburg, WA 98926 Phone: 509-963-1063 Email: mitchelc@cwu.edu Website: <a href="http://www.cwu.edu">www.cwu.edu</a>		Email	

15	<b>Central Washington University</b> Film and Video Studies Jon Ward, Co Director of Film and Video Studies OR Liahan Armstrong, Co Dir. of Film & Video Studies Bouillon 224 OR L&L 403F 400 E. University Way Ellensburg, WA 98926 Phone: 509-963-2893 or 509-963-3178 Email: jonward@cwu.edu or lotus@cwu.edu Website: http://www.cwu.edu		Email	
16	<b>Central Washington University</b> Terri Reddout Communications Studies, Central NewsWatch 400 E. University Way Ellensburg, WA 98926 Phone: 509-963-1921 Email: terri.reddout@cwu.edu Website: www.cwu.edu		Email	
17	<b>City University of Seattle</b> Career Planning & Placement 1190 NE First Street Bellevue, WA 98005 Phone: 206-239-4576 Email: alumni@cityu.edu Website: http://www.cityu.edu/		Email	
18	<b>Colorado Media School</b> Terry Cuff 404 S. Upham Street Lakewood, CO 80226 Phone: 303-937-7070 Email: tcuff@beonair.com Website: <a href="http://www.beonair.com">www.beonair.com</a>		Email	
19	<b>Collective Talent</b> Michael Bille 1721 Richardson Place Tampa, FL 33606 Phone: 813-254-9695 Email: bille@michaelsmedia.com Website: www.collectivetalent.com	Yes	Email	
20	<b>Columbia Basin College</b> Student Employment Center Rob Perez 2600 N. 20 <sup>th</sup> Avenue Pasco, WA 99201 Phone: 509-542-4718 Fax: 509-544-2029 Email: <a href="mailto:studentemployment@columbiabason.edu">studentemployment@columbiabason.edu</a> Website: www.Columbiabasin.edu  <i>(Updated contact name and email on 09/17/20 KS)</i>		Email	
21	<b>Eastern Washington University</b> Career Services Nate Bryant, Employer Relations Mgr 114 Showalter Hall Cheney, WA 90004-2431 Phone: 509-359-6058 Fax: 509-359-6940 Email: careers@ewu.edu Website: https://www.ewu.edu		Email	

22	<b>Eastern Washington University</b> African American Education Program Dr. Scott Finnie - Director 204 Monroe Hall Cheney, WA 90004-2420 Phone: 509-359-6152 Email: <a href="mailto:sfinnie@ewu.edu">sfinnie@ewu.edu</a> Website: <a href="https://www.ewu.edu">https://www.ewu.edu</a>		Email	
23	<b>Eastern Washington University</b> Chicano Education Program Dr. Elisa Facio - Director 203 Monroe Hall Cheney, WA 90004 Phone: 509-359-6146 Email: <a href="mailto:efacio@ewu.edu">efacio@ewu.edu</a> Website: <a href="https://www.ewu.edu">https://www.ewu.edu</a>		Email	
24	<b>Eastern Washington University</b> Department of Theatre and Film Pete Porter – Chair of Theatre & Film Department and Associate Professor RTV107 Cheney, WA 90004 Phone: 509-359-6388 Email: <a href="mailto:pporter@ewu.edu">pporter@ewu.edu</a> Website: <a href="https://www.ewu.edu">https://www.ewu.edu</a>		Email	
25	<b>Eastern Washington University</b> Women's Studies Center – Micki Werner 526 5 <sup>th</sup> Street, MS 166 Cheney, WA 99004-2431 Phone: 509-359-2847 Website: <a href="http://www.ewu.edu">www.ewu.edu</a>		Letter	
26	<b>Eastern Washington University</b> Journalism Program Bill Stimson 526 Fifth St Cheney, WA 90004 Phone: 509-359-6034 Email: <a href="mailto:wstimson@ewu.edu">wstimson@ewu.edu</a> Website: <a href="https://www.ewu.edu">https://www.ewu.edu</a> <i>(Updated 6/25/20 KS)</i>	Yes	Email	
27	<b>Edmonds Community College</b> 2000 68 <sup>th</sup> Ave. W Lynnwood, WA 98036 Phone: 425-640-1256 Fax: 425-640-1121 Email: <a href="mailto:careeractioncenter@edcc.edu">careeractioncenter@edcc.edu</a> Website: <a href="http://www.collegecentral.com/edcc">www.collegecentral.com/edcc</a>		Website	
28	<b>Fort Simcoe Job Corps Center</b> Jacque Green 40 Abella Lane White Swan, WA 98952 Phone: 509-874-2244 Fax: 509-874-2342 Email: <a href="mailto:green.jacque@jobcorps.org">green.jacque@jobcorps.org</a> Website: <a href="http://www.fortsimcoe.jobcorps.gov">www.fortsimcoe.jobcorps.gov</a>		Email	



29	<b>Gonzaga University</b> Career Center & GAMP Karen Franks-Harding E. 500 Boone Ave. – MSC 2462 Spokane, WA 99258 Phone: 509-313-4234 Fax: 509-313-5872 Email: franks-harding@gonzaga.edu Website: handshake.com		website	
30	<b>Idaho State University</b> 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/		Handshake	
31	<b>Illinois Media School</b> 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	
32	<b>Indeed.com</b> 6433 Champion Grandview Way Building 1 Austin, TX 78750		Website	16
33	<b>KAPP/KVEW Website</b> P.O. Box 1749/601 N. Edison Yakima, WA 98907/Kennewick, WA 99336 Phone: 509-453-0351/509-735-8369 Website: <a href="http://www.yaktrinews.com">www.yaktrinews.com</a>		Website	2
34	<b>KAPP TV/KVEW</b> All Employees/Employee Referrals/Internal Applicants/Employer Initiated P.O. Box 1749/601 N. Edison Yakima, WA 98907/ Kennewick, WA 99336 Phone: 509-453-0351/ 509-735-8369 Fax: 509-453-3623 Website: www.yaktrinews.com		Posted on Company Bulletin Board	12
35	<b>KXLY TV</b> Wendy Peter. Human Resources 500 W. Boone Avenue Spokane, WA 99201 Phone: 509-324-4000 Email: wendyp@kxly.com Website: www.kxly.com	Yes	Email	
36	<b>Lewis-Clark State College</b> 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/		Handshake	

37	<b>Media Line</b> Rick Iler P. O. Box 51909 Pacific Grove, CA 93950 Phone: 800-237-8073 Email: jobs@medialinetalent.com Website: www.medialine.com		Email	
38	<b>Montana State University</b> 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		Email	
39	<b>Morgan Murphy Media - WISC TV</b> Jeff VerVoort Human Resources 7025 Raymond Road Madison, WI 53719 Phone: 608-271-5142 Fax: 608-278-5568 Email: jvervoort@wisctv.com Website: www.channel3000.com	Yes	Email	
40	Oregon Association of Broadcasters Bob Singer 3422 NW Bryce Canyon Ln. Bend, OR 97703 Phone: 503-443-2299 Email: theoab@theoab.org Website: <a href="http://www.theoab.org">www.theoab.org</a> <i>(Updated 05/20)</i>		Email	
41	<b>Oregon State University</b> 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: www.http://oregonstte.edu		Handshake	
42	<b>Pacific Lutheran University</b> 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 <a href="https://myinterfase.com/plu/employer/home.aspx">https://myinterfase.com/plu/employer/home.aspx</a>		Website	

43	<b>Portland State University</b> 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: <a href="mailto:careerconnect@pdx.edu">careerconnect@pdx.edu</a> Website: <a href="http://pdx.edu/">http://pdx.edu/</a>		Email and Handshake	
44	<b>Queen B Radio Wisconsin, Inc</b> Herb Cody 51 Means Drive Platteville, WI 53818 Phone: 608-349-2014 Fax: 608-349-2002 Email: <a href="mailto:hcody@queenbradio.com">hcody@queenbradio.com</a> Website: <a href="http://www.news8000.com">www.news8000.com</a>	Yes	Email	
45	<i>(Updated contact information 08/25/20 KS)</i> <b>Queen B Television, LLC, dba WKBT-TV</b> Kevin Knerzer 141 S. 6 <sup>th</sup> Street LaCrosse, WI 54601 Phone: 608-782-4678 Fax: 608-782-4674 Email: <a href="mailto:kknerzer@wkbt.com">kknerzer@wkbt.com</a> Website: <a href="http://www.news8000.com">www.news8000.com</a>	Yes	Email	
46	<b>Seattle Pacific University</b> Center for Career and Calling Lori Brown – Employer Relations Manager 3307 Third Ave. W., Suite 216 Seattle, WA 98119 Phone: 206-281-2485 Email: <a href="mailto:spucareercenter@spu.edu">spucareercenter@spu.edu</a> Website: <a href="http://Handshake.com">Handshake.com</a>		Handshake	
47	<b>Seattle University</b> Career Services 901 12 <sup>th</sup> Avenue PO. Box 222200 Seattle, WA 98122 Email: <a href="mailto:CareerServices@Seattleu.edu">CareerServices@Seattleu.edu</a> Website: <a href="https://seattleu-csm/sumplicity.com/employers">https://seattleu-csm/sumplicity.com/employers</a>		Handshake	
48	<b>Society of Broadcast Engineers</b> 9102 North Meridian Street Suite 150 Indianapolis, IN 46260 317-846-9000 Website: <a href="http://sbe.org/sections/jl_submit.php">sbe.org/sections/jl_submit.php</a>		Website	
49	<b>Southern Oregon University</b> Office of Career Connections Hannon Library 113A 1250 Siskiyou Boulevard Ashland, OR 97520 Phone: 541-552-6131 Website: <a href="http://Handshake.com">Handshake.com</a>		Handshake	

<p><b>50</b> <b>Updated</b> <b>May 2020</b></p>	<p>Dir. Career Svcs., Nancy Shiner 26700 Lahser Road Southfield, MI 48033 Phone: 248-358-9000 Email: <a href="mailto:nshiner@specshoward.edu">nshiner@specshoward.edu</a> Website: <a href="http://www.specshoward.edu">www.specshoward.edu</a></p>	<p>Yes</p>	<p>Email</p>	
<p><b>51</b></p>	<p><b>The Evergreen State College</b> Career Development Center Library 2153 2700 Evergreen Parkway NW Olympia, WA 98505 Phone: 360-867-6193 Fax: 360-867-5343 Email: <a href="mailto:careerdevelopment@evergreen.edu">careerdevelopment@evergreen.edu</a> Website: <a href="http://evergree.edu/">http://evergree.edu/</a></p>		<p>Email</p>	
<p><b>52</b></p>	<p><b>TVJobs.com</b> Mark Holloway P. O. Box 4116 Oceanside, CA 92052 Phone: 760-754-8177 Fax: 760-754-2115 Email: <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a> Website: <a href="http://www.tvjobs.com">www.tvjobs.com</a></p>		<p>Website</p>	
<p><b>53</b></p>	<p><b>University of Idaho</b> Career Services Idaho Commons Room 334 875 Perimeter Dr. MS2534 Moscow, ID 83844-2534 Phone: 208-885-6121 Fax: 208-885-2816 Email: <a href="mailto:careerservices@uidaho.edu">careerservices@uidaho.edu</a> Website: <a href="https://www.uidaho.edu/career-services">https://www.uidaho.edu/career-services</a> Job Board: <a href="https://uidaho.joinhandshake.com">https://uidaho.joinhandshake.com</a></p>		<p>Handshake</p>	
<p><b>54</b></p>	<p><b>University of Idaho</b> School of Journalism and Mass Media Diane McGarry 875 Perimeter Drive MS 3178 Moscow, ID 83844-3178 Phone: 208-885-6458 Fax: 208-885-6450 Email: <a href="mailto:dmcgarry@uidaho.edu">dmcgarry@uidaho.edu</a> Website: <a href="http://www.uidaho.edu/class/jamm">http://www.uidaho.edu/class/jamm</a></p>		<p>Email</p>	
<p><b>55</b></p>	<p><b>University of Montana</b> School of Journalism Denise Dowling 32 Campus Dr., Don Anderson Hall Missoula, MT 59812 Phone: 406-243-4001 Email: <a href="mailto:denise.dowling@mso.umt.edu">denise.dowling@mso.umt.edu</a> Website: <a href="http://www.jour.umt.edu">www.jour.umt.edu</a></p>		<p>Handshake</p>	
<p><b>56</b></p>	<p><b>University of Oregon</b> Career Center Employment Services Specialist 1200 University of Oregon Eugene, OR 97403-1200 Phone: 541-346-3214 Fax: 541-346-6038 Email: <a href="mailto:jobs@uoregon.edu">jobs@uoregon.edu</a> Website: <a href="https://career.uoregon.edu/employers">https://career.uoregon.edu/employers</a></p>		<p>Website</p>	

57	<b>University of Washington</b> Office of Minority Affairs Ruth Shigemi Box 355845 Seattle, WA 98195-5845 Phone: 206-221-2842 Fax: 206-543-2746 Email: <a href="mailto:rshigemi@u.washington.edu">rshigemi@u.washington.edu</a> Website: <a href="http://www.uw.edu">www.uw.edu</a>		Email	
58	<b>Walla Walla Community College</b> Career & Employment Services Center 500 Tausick Way Walla Walla, WA 99362 Phone: 509-527-4262 Fax: 509-524-4795 Website: <a href="http://www.wvcc.edu/">http://www.wvcc.edu/</a>		Website	
59	<b>Washington State Association of Broadcasters</b> Keith Shipman 724 Columbia Street NW, Suite 310 Olympia, WA 98501 Phone: 360-705-0774 Fax: 360-705-0873 Email: <a href="mailto:kshipman@wsab.org">kshipman@wsab.org</a> Website: <a href="http://www.wsab.org">www.wsab.org</a>		Email	
60	<b>Washington State Commission on Hispanic Affairs</b> P. O. Box 40924 Olympia, WA 98504 Phone: 360-725-5661 Email: <a href="mailto:hispanic@cha.wa.gov">hispanic@cha.wa.gov</a> Website: <a href="http://cha.wa.gov/">http://cha.wa.gov/</a>		Email	
61	Washington State University Murrow College of Communication Student Services Angela Schweigert PO Box 642530 Pullman, WA 99164-2530 Phone: 509-335-7333 Email: <a href="mailto:communication@wsu.edu">communication@wsu.edu</a> <a href="mailto:Angela.schweigert@wsu.edu">Angela.schweigert@wsu.edu</a> <a href="mailto:sstout@wsu.edu">sstout@wsu.edu</a> Website: <a href="http://www.murrow.wsu.edu">www.murrow.wsu.edu</a>		Email and Handshake	
62	<b>Washington State University</b> Tri Cities Campus Julie Nelson 2170 University Drive Richland, WA 99352 Phone: 509-372-7201 Email: <a href="mailto:janelson@tricity.wsu.edu">janelson@tricity.wsu.edu</a> Website: <a href="http://www.hrs.wsu.edu">www.hrs.wsu.edu</a>		Email	
63	<b>Western Washington University</b> Career Services Center Jenny Spurgin, Employer Outreach Manager 516 High Street Bellingham, WA 98225-9002 Phone: 360-650-3240 Fax: 360-350-3293 Email: <a href="mailto:careers@wwu.edu">careers@wwu.edu</a> Website: <a href="http://www.wwu.edu">http://www.wwu.edu</a>		Email	

<p><b>64</b></p>	<p><b>Worksource of Yakima</b>  Carol Cauthron  306 Division Street  Yakima, WA 98902  Phone: 509-574-0163  Email: ccauthron@esd.wa.gov  Website: <a href="http://www.WorkSourceWA.com">www.WorkSourceWA.com</a></p>		<p><b>Website</b></p>	
<p><b>65</b></p>	<p><b>Worksource of Columbia Basin</b>  815 N. Kellogg Street, Suite B  Kennewick, WA 99336-8007  Phone: 509-734-5947  Website: <a href="http://www.WorkSourceWa.com">www.WorkSourceWa.com</a></p>		<p><b>Website</b></p>	

## OTHER REFERRAL SOURCES

10/1/2019 – 9/30/2020

Number	Contact Information	Did source request notification	Notify via:	# of interviewees referred by source
1	<b>Facebook</b> 1 Hacker Way Menlo Park, CA 94025 650-308-7300 Facebook.com		<b>Self posted</b>	<b>3</b>
2	<b>Agent</b>		<b>Website</b>	<b>1</b>
3	<b>Handshake.com</b> www.joinhandshake.com		<b>Emailed</b>	<b>1</b>
4	<b>Outside Referral</b>			<b>1</b>



- 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.
- HR and GM participate in EEO Self-Assessment meetings throughout the year to review our recruitment methods and outreach activities.

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- January 21, 2020, our Traffic Manager/Engineering Supervisor attended the Quarterly meeting of the Tri Tech Community Skills Center as a member of the Advisory Council for High School level Audio/Video Production classes at Tri Tech.
- On February 27, 2020, Kiana Tilley attended the FUSE Career Fair at the Spokane Convention Center. Four Universities, one unbeatable recruitment event. Eastern Washington University, Gonzaga University, Washington State University Spokane and Whitworth University.
- July 28, 2020 Worked with a local employment agency to promote a Drive-through job fair during the pandemic.
- Assisted a senior from Chiawana High School who was representing the Tri-Cities region on the WA DECA State Officer Team as State President. Her fundraising presentation was canceled due to COVID so she came to the station for assistance to record her presentation. While she was here, she toured the station, learned about different departments, and saw first-hand how our broadcasting equipment worked (lav mic, teleprompter, director recording with our equipment, etc.).
- Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. Training included:

DATE	PARTICIPANTS	Training Provider:	TRAINING
Oct. 10, 2019	Chief Engineer and Programming Assistant	Synbak system	Online Synbak training
Jan. 9, 2020	VP/GM, GSM, Digital Sales Manager, Local Sales Manager and Account Executives	YAS (Your Agency Solution)	Online Digital Sales Training
Jan. 21, 2020	VP/GM, GSM, Digital Sales Manager, Local Sales Manager and Account Executives	Jim Doyle & Assoc.	Shark Tank with Tom Ray
Jan. 26 & 27, 2020	GSM	Jim Doyle & Assoc.	Boot Camp: Sales Leadership in the New TV Business
Jan. 28, 2020	Local Sales Manager and Account Executives	YAS (Your Agency Solution).	Online Digital Sales Training with "Dataxu".



DATE	PARTICIPANTS	Training Provider:	TRAINING
Feb. 4, 2020	Receptionist/Traffic Assistant	Nielsen, Comscore	Online Nielsen and Comscore training.
Feb. 20, 2020	HR	Morgan Murphy Media stations	Breezy HR online training session.
Feb. 26, 2020	VP/GM, National Sales Manager, Traffic Manager, Sales Assistant, Digital Assistant	KATZ	Learned how to use the new KATZ station portal for orders and avails (online)
Mar. 5, 2020	Account Executive	2 <sup>nd</sup> Street	Voting Brackets Live Online
Mar. 13, 2020	2 Account Executive and Digital Assistant	Google Ad Manager	GAM Reporting (online)
Mar. 19, 2020	VP/GM, GSM, Local Sales Manager and Account Executives	Jim Doyle & Assoc.	Dealing with Disruptions (webinar)
Mar. 19, 2020	National Sales Manager, GSM and Account Executive	Strata	Strata Training (online)
Mar. 23-27, 2020	GSM, Account Executives	2 <sup>nd</sup> Street	Delivering Measurable Results to your Advertisers (webinar)
Mar. 24, 2020	GSM, Account Executives	YAS	Prospecting Strategies (webinar)
Mar. 25, 2020	GSM, Account Executives	YAS	Sales Success (webinar)
Mar. 26, 2020	GSM, Account Executives	YAS	Big Spenders, Big Results (webinar)
Mar. 27, 2020	VP/GM, GSM, Account Executives	JDA	Q1 Money Call (webinar)
Apr. 1, 2020	GSM, Account Executives	2 <sup>nd</sup> Street	Proven Tips for Email Growth During Covid 19 (webinar)
Apr. 2, 2020	VP/GM, GSM, Account Executives	YAS	Cookie Cutter Advertising (webinar)
Apr. 7, 2020	VP/GM, GSM, Account Executives	Wide Orbit	Sales (online)
Apr. 8, 2020	Receptionist/Traffic Assistant, Traffic Manager	Wide Orbit	Traffic (online)
Apr. 9, 2020	GSM, Sales Assistant, National Sales Mgr, Traffic Manager	Wide Orbit	Traffic 2 (online)
Apr. 10, 2020	GSM, Local Sales Mgr., National Sales Mgr., Traffic Manager	Wide Orbit	Managers (online)
Apr. 10, 2020	VP/GM, GSM, Account Executives	2 <sup>nd</sup> Street	34 Advertisers to call on Now (webinar)
Apr. 10, 2020	VP/GM, GSM, Local Sales Manager	Rumple	Training for Managers (online)
Apr. 15, 2020	GSM, Sales Assistant, Traffic Manager	STRATA	General Training (online)
Apr. 15, 2020	Account Executive	Adepti	General Training (online)
Apr. 17, 2020	VP/GM, GSM, Local Sales Manager	Rumple	Training for Managers (online)
Apr. 23, 2020	GSM, Local Sales Mgr, Account Executives	TVB	Hot Categories & Successful Advertisers (webinar)
Apr. 23, 2020	Account Executives	2 <sup>nd</sup> Street	How to Save Time & Drive Revenue w/Turnkey (webinar)
Apr. 24, 2020	VP/G, GSM, Account Executives	Rumple	General Training (online)
Apr. 29, 2020	Account Executive	TVB	Focus on Mortgage Advertising (webinar)
May 1, 2020	VP/GM, GSM, Account Executives	TVB	Selling During Extraordinary Times (webinar)
May 8, 2020	VP/GM, Gen. Sales Manager, Yakima local Mgr	Rumple	General Training (online)
May 15, 2020	VP/GM, GSM, Account Executives	JDA	Money Call (webinar)
May 20, 2020	GSM, Account Executive, Sales Assistant	YAS	Tapclicks (online)
May 29, 2020	VP/GM, Gen. Sales Manager, Yakima local Mgr	Rumple	General Training (online)
June 3, 2020	VP/GM, GSM, Account Executives	JDA	Tom Ray: The Next New Normal
June 25, 2020	VP/GM, National Sales Mgr, Sales Assistant, Traffic Manager	WSAB	Political Broadcasting Refresher - Preparing for 2020 Election (webinar)

<b>DATE</b>	<b>PARTICIPANTS</b>	<b>Training Provider:</b>	<b>TRAINING</b>
July 13, 2020	VP/GM, GSM, Account, Local Sales Mgr., Account Executives	TVB	The Rebound Link (webinar)
July 15, 2020	Local Sales Mgr., Sales Assistant	NeoFill	Admin Training (online)
July 15, 2020	GSM, Sales Assistant	JDA	Sales Manager's Overview of "On Demand" (online)
July 21, 2020	VP/GM, GSM, Account Executives	YAS	Prospecting (online)
July 22, 2020	GSM, Account Executives	NeoFill	Auction Sales Team Training (online)
July 23, 2020	VP/GM, GSM, Account Executives	Tom Ray (JDA)	The Pandemic Power Consumer (webinar)
July 24, 2020	VP/GM, GSM	Rumple	Cleaning up Rumple from the effects of Covid (online)
July 29, 2020	VP/GM, GSM, Account Executives	JDA	On Demand Overview (online)
Aug. 5, 2020	VP/GM, GSM, Account Executives	YAS	Web Team intro (online)
Aug. 19, 2020	Gen Sales Mgr, National Sales Mgr	WSAB	Political File Compliance (webinar)
Aug. 19, 2020	General Manager	EML MMM	EML Training for Morgan Murphy
Aug. 19, 2020	GSM, Digital Acct. Mgr	YAS	Platform/Process Walk through (online)
Aug. 20, 2020	GSM, Digital Acct. Mgr	Adepti	General (online)
Aug. 20, 2020	GSM	SND	Training (online)
Sept. 2, 2020	GSM	Wide Orbit	Suite of Digital Audio Products/Task Force/Streaming demo (webinar)
Sept. 9, 2020	GSM	Wide Orbit	Media Sales Demo (online)
Sept. 17, 2020	VP/GM, GSM, Account Executives	YAS	Sales training/prep for week of Oct. 19 (online)