

KFFV/KVOS-TV

Equal Employment Opportunity Report

October 1, 2015 through September 30, 2016

PLACED IN PUBLIC FILE OCTOBER 3, 2016

In compliance with the Equal Employment Opportunity rules of the Federal Communications Commission, KFFV/KVOS-TV, as a combined/single employment unit, submit the following FCC EEO Public File Report. This report, required by 47 C.F.R. section 73.2080c (6), is filed on the KFFV/KVOS-TV websites and in the KFFV/KVOS-TV Public Files and consists of (3) parts as follows:

- I. Vacancy List: Full-time employment opportunities represented through media outlets, employment agencies and other community organizations**

- II. Master Recruitment Source List: Public notice of job openings and positions filled provided to community groups as requested with referrals report**

- III. Recruitment and Outreach Initiatives List: Non-vacancy specific recruitment and outreach efforts conducted by the station in compliance with FCC**

- IV. Guidelines**

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I. Vacancy List

**Full-time employment opportunities represented through media outlets,
employment agencies and other community organizations:**

Fifth employee began working with station while student at Art Institute of Seattle; after graduation, became part-time employee; on 1/16/16 promoted to full-time. During the period from January 1, 2016 through September 30, 2016 there were no additional vacancies or positions listed. This list will be updated to reflect future events.

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II. Master Recruitment Source List

Public notice of job openings and positions filled provided to community groups as requested with referrals report

As this is first EEO report (triggered January 2016), Station has limited list of contacts but continues to do outreach to add more minority and diverse sources.

Recruitment source	Address	Additional Information
YWCA Seattle/King County East Cherry Branch	2323 E Cherry St Seattle, WA 98122	http://www.ywcaworks.org/ (206) 568-7845
Work Source: Seattle- King County	2024 3rd Ave Seattle, WA 98121	http://www.worksourceskc.org/seattle (206) 436-8600
Art Institute of Seattle	2323 Elliott Avenue Seattle, WA 98121	https://www.artinstitutes.edu/seattle/student-life/career-services
Bellevue College Center for Career Connections and the Women's Center	3000 Landerholm Circle SE Bellevue, WA 98007	http://depts.bellevuecollege.edu/careers/ (425) 564-5605

Asian American Journalists Association	P.O. Box 9698 Seattle, WA 98109	info@aajaseattle.org
El Centro de la Raza	2524 16th Avenue S Seattle, WA 98144	http://www.elcentrodelaraza.org/ (206) 957-4634
Latino Educational Project	113 23 rd Ave S Seattle, WA 98144	http://www.leapwa.org/ (206) 965-1057
Latino Community Fund	220 2nd Ave S #103 Seattle, WA 98104	http://www.latinocommunityfund.org/
Asian Counseling and Referral Services	3639 Martin Luther King Jr Way S Seattle, WA 98144	https://acrs.org/ (206) 695-7600
Central Area Motivational Program	722 18th Ave Seattle, WA 98122	http://center-stone.org/ (206) 812-4943
Seattle University	901 12th Ave PO Box 222000 Seattle, WA 98122	careerservices@seattleu.edu (206) 296-6080
Urban League of Metropolitan Seattle	105 14th Ave Seattle, WA 98122	http://www.urbanleague.org/ (206) 461-3792
Washington Women's Employment & Education	515 West Harrison Ste 208 Kent, WA 98032	http://www.courage360.org/ (253) 859-3718
American School of Broadcast Student Services	915 W 2nd Ave Ste 5 Spokane, WA 99201	admissions@radioschool.com (509) 535-1010
American Indian Women's Service League	606 12th Ave. South Seattle, WA 98144	(206) 329 -6594

International Women's Media Foundation	1625 K Street NW Ste 1275 Washington, District of Columbia 20006	info@iwmf.org
Washington State Association of Broadcasters	724 Columbia St NW Olympia, WA 98501	wsabjobbank@comcast.net
Western Washington University	516 High Street Bellingham, WA 98225	sbgresumes@sbgvtv.com
Apprenticeship & Non-traditional Employment for Men and Women	P.O. Box 2490 Renton, WA 98506	http://anewaop.org/ (435) 235-2212
Washington Works!	0616 1st Ave, 5th Floor Seattle, WA 98104	http://www.mdrc.org/publication/washington-works (206) 343 -9731

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III. Recruitment and Outreach List

Recruitment Initiatives: Non-vacancy specific recruitment and outreach efforts conducted by the station in compliance with FCC guidelines.

It is the goal of the station to participate in events or programs by or on behalf of organizations representing individuals and groups relating to broadcast careers.

The station participated in NAB 2016 Career Day, during which event COO and Director of Engineering met with prospects seeking careers in broadcasting or seeking new positions in broadcasting. Participants received introduction to the operations and staffing at stations, and station representatives provided feedback on resumes, reels and presentations.

This list to be updated to reflect future events as the station currently has limited list of contacts but continues to do outreach to add more minority and diverse sources.