

# **KFFV TV / KVOS TV**

## **Equal Employment Opportunity Report**

**Dates covered: October 1, 2016 through September 30, 2017**

**PLACED IN PUBLIC FILE September 29, 2017**

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.

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#### **I. Vacancy List**

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

No vacancies, no new full-time employees added during this period: October 1, 2016 through September 30, 2017.

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#### **II. Master Recruitment Source List**

**Public notice of job openings and positions filled provided to community**

Not applicable during this time period as no full-time employees were added.

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#### **III. Recruitment and Outreach Initiatives**

**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

<b>Date</b>	<b>Type of Recruitment Initiative</b>	<b>Description of Activity/Location</b>	<b>Station Personnel Involved</b>
8/23/17 9a – 3pm	Mentoring/Training	Training program at Western Washington University in Bellingham with relation to new video equipment and live-streaming of sporting events/commencement services. Teaching students and WWU staff the use and operation of new production equipment as well as the basics of video production / shooting/editing.	John Altenhofen, KVOS/KFFV producer
8/24/17 9a - 430pm	Mentoring/Training	WWU - Day 2: Specific hands-on training with new Tri-caster 8000	John Altenhofen, KVOS/KFFV producer
8/30/17 930a - 2p	Mentoring/Training	WWU - Day 3: Teaching operation of cameras and shot composition for sporting events	John Altenhofen, KVOS/KFFV producer
9/6/17 830a -	Mentoring/Training	WWU – Day 4: Teaching students about graphics and audio set-up.	John Altenhofen, KVOS/KFFV

230p			producer
9/12/17 3p-5p	Mentoring/Training	WWU – Day 5: Teaching students advanced camera operation/shot composition.	John Altenhofen, KVOS/KFFV producer
8/3/17 Ongoing	Partnership with Bates Technical College Broadcasting and Video Production Program	Working with Bates Foundation (Tacoma, WA), establishing KVOS/KFFV scholarships to be granted quarterly. :30 PSA spot now airing 15x/week on KVOS UFN announcing the partnership and scholarship availabilities. Working with Bates Foundation and the Broadcasting program to promote both the program and the scholarship opportunity and assist with choosing scholarship recipients.	Carol LaFever, GM and Sabrina Hlebichuk, Program Manager
8/3/17 10a – 2p	LBGT Career Fair/Seattle	Sponsored career fair for LBGT and other minority job applicants at Atlas Workbase, 500 Mercer Street in Seattle. Spent the day discussing opportunities in television with attendees; discussed training pathways and potential internship opportunities.	Hector Pelayo, Operations Manager