

September 29, 2017

**KXLY 4.1, KXLY 4.2, KXLY 4.3, KXLY AM, KXLY FM, KHTQ FM, KZZU FM,
KEZE FM, KVNI AM, and KXLX AM
2016 – 2017 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 4.3, 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, 2016 – September 30, 2017 (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.

2017 EEO Public File Report
October 1, 2016– September 30, 2017

Job Title	Date Position Filled	Recruitment Sources Used	Hire Source	Referral Sources of Interviewees	# of Interviews
<u>Weekend Anchor/MMJ*</u> Weekend Anchor/ <u>MMJ*</u>	<u>10/1/16</u> 10/8/16	EEO Recruiter List	Internal applicant (promotion) KXLY.com	Internal applicant – 1 TVjobs.com – 2 KXLY.com – 2	5*
Digital & Radio Sales AE	10/10/16	EEO Recruiter List Spokane MarCom	Employee Referral	Employee Referral – 1 Indeed.com – 2	3
<u>Digital & TV AE</u> Digital & TV AE	<u>10/18/16</u> 11/2/16	EEO Recruiter List Spokane MarCom	<u>Indeed.com</u> KXLY.com	Indeed.com – 6 KXLY.com – 3 Whitworth – 1 Outside referral - 1	11*
Radio Admin Assistant	10/24/16	EEO Recruiter List Spokane MarCom	Craigslist	Craigslist – 1 Indeed – 2	3
News Producer	10/25/16	EEO Recruiter List	KXLY.com	Internal applicant – 2 KXLY.com – 1	3
Executive News Producer	10/27/16	EEO Recruiter List	Internal applicant (Promotion)	KXLY.com – 1 LinkedIn – 1 TVJobs.com – 2 Internal applicant – 1	5
Digital Sales Specialist	11/10/16	EEO Recruiter List Spokane MarCom	Employee Referral	Employee Referral – 2 Craigslist – 1 Indeed.com – 3	6
Social Media Producer	12/2/16	EEO Recruiter List	Indeed.com	Indeed.com – 2 EWU – 1 KXLY.com – 1 Employee Referral – 1	5
KEZE FM On-air Talent	1/3/17	EEO Recruiter List Radiolnk	Employee Referral	Employee Referral – 1 Internal applicant – 1 KXLY.com – 1	3
<u>Digital & TV AE*</u> Digital & TV AE*	<u>2/1/17</u> 2/17/17	EEO Recruiter List Spokane MarCom	Internal applicant (promotion) Outside Referral	Outside Referral – 2 Internal applicant - 1	3
Digital Content Manager	2/1/17	EEO Recruiter List	Internal applicant (promotion)	Internal applicant – 2	2
Radio Admin Assistant	2/15/17	EEO Recruiter List	Indeed.com	Indeed.com – 2 Outside Referral – 1	3
920 Producer	2/22/17	EEO Recruiter List Radiolnk	Internal applicant (promotion)	Radiolnk – 1 Internal applicant – 1 Employee referral – 1	3
Digital Development Specialist	3/12/17	EEO Recruiter List Spokane MarCom	Internal applicant (promotion)	Internal applicant – 1 Craigslist – 1 Employee Referral – 1	3
Radio General Sales Manager	3/22/17	EEO Recruiter List	Employee Referral	Employee referral – 2 Indeed.com – 1	3
Weekend Weather Anchor/MMJ	4/4/17	EEO Recruiter List	Internal applicant (promotion)	Internal applicant - 1	1
Radio Admin Assistant	4/12/17	EEO Recruiter List	KXLY.com	KXLY.com – 1 Indeed.com – 9 Employee referral - 1	11
Photojournalist/MMJ	4/12/17	EEO Recruiter List	Indeed.com	Indeed.com – 2 KXLY.com – 1	3
<u>MMJ*</u> MMJ*	<u>4/7/17</u> 4/14/17	EEO Recruiter List	<u>KXLY.com</u> WSU	KXLY.com – 2 Indeed.com 1 WSU – 1	4*
Digital Media Specialist	4/17/17	EEO Recruiter List Spokane MarCom	Spokane MarCom	Spokane Marcom – 2 Indeed.com – 4 KXLY.com – 1 Craigslist - 1	8
Social Media Producer	4/18/17	EEO Recruiter List LinkedIn.com	LinkedIn.com	LinkedIn.com – 1 Employee Referral – 1 Internal applicant – 1	3

Weeknight Anchor/MMJ	5/2/17	EEO Recruiter List	Employer Initiated	Employer initiated – 1 Employee referral – 1 CBK Media Mgmt. – 1 DCA Talent – 1 LornaDave Agency - 1	5
Digital & Television AE*	5/18/17	EEO Recruiter List	Indeed.com	Indeed.com - 4	5*
Digital & Television AE *	5/19/17	Spokane MarCom	Employee Referral	Employee Referral – 1	
Social Media Producer	6/1/17	EEO Recruiter List	Employee Referral	Employee Referral – 1 Worksource – 1	2
MMJ*	6/21/17	EEO Recruiter List	KXLY.com	Employee Referral - 1	4*
MMJ*	7/31/17		Employee Referral	Outside Referral – 1 KXLY.com – 2	
Producer (6PM)*	6/14/17	EEO Recruiter List	Internal applicant (promotion)	Internal applicant - 3	3*
Producer (5PM)*	7/6/17		Internal applicant (promotion)		
Digital & Radio AE*	6/30/17	EEO Recruiter List LinkedIn Facebook	Employee Referral	Employee Referral - 2	2*
Digital & Radio AE *	7/14/17		Employee Referral		
National Sales Assistant	7/19/17	EEO Recruiter List	Employee Referral	Employee referral – 1 Indeed.com - 4	5
Sports Anchor/MMJ	8/8/17	EEO Recruiter List	Employee Referral	Employee Referral – 1 KXLY.com – 2 TVjobs.com – 1 Internal applicant – 1	5
Local Sales Manager	9/1/17	Exigent Circumstances	Internal Promotion	Internal applicant – 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):	123
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Referral Sources	# of Interviewees Referred
Craigslist	4
CBK Media Management	1
DCA Talent	1
Eastern WA University	1
Employer Initiated	1
Indeed.com	42
KXLY.com	18
KXLY Employee Referral	19
KXLY Internal Applicant	17
LinkedIn	2
LornaDave Agency	1
Outside Referral	5
Radio Ink	1
Spokane MarCom	2
TVJobs.com	5
Whitworth	1
WorkSource	1
WSU	1

EEO RECRUITER LIST
10/1/2016– 9/30/2017

Number	Contact Information	Did source request notification	Notify via:	# of interviewees referred by source
1	AARP Foundation Work Search Sandra Moore 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	Yes	Email	
2	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	
3	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	
4	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	
5	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	

6	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	
7	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	
8	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	
9	Collective Talent Michael Bille 1721 Richardson Place Tampa, FL 33606 Phone: 813-254-9695 Email: bille@michaelsmedia.com Website: www.collectivetalent.com	Yes	Email	
10	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	
11	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	

12	<p>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/</p>		Email	1
13	<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>	Yes	Email	
14	<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	
15	<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	
16	<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	
17	<p>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</p>	Yes	Email	

18	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	
19	Hiring our Heroes 1615 H. Street N.W. Washington, D.C. 20062-2000 Phone: Email: support@myhoh.org Website: www.myhoh.org		Website	
20	Idaho Department of Labor 317 W. Main Street Boise, ID 83735 Phone: 208-332-3570 Website: www.labor.idaho.gov		Website	
21	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		Email	
22	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	
23	Indeed.com 7501 N. Capital of Texas Highway, Bldg. B Austin, TX 78731 Phone: 800-462-5842 Website: www.indeed.com		Website	42
24	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	

25	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	37
26	KXLY.com 500 West Boone Avenue Spokane, WA 99201 Phone: Website: www.kxly.com		Website	18
27	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	
28	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	
29	Medialine Rich Everitt 1209 Wood Valley Road August, GA 30909 Phone: 706-364-7564 Email: rich@medialine.com Website: www.medialine.com		Email	
30	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	
31	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	

32	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	
33	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	
34	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	
35	QueenB Radio Wisconsin, Inc. Herb Cody 51 Means Drive Platteville, WI 53818 Phone: 608-349-2014 Fax: 608-349-2002 Email: hcody@queenbradio.com	Yes	Email	
36	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	
37	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	

38	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	
39	SimplyHired.com (through indeed.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	
40	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	
41	Specs Howard School of Media Arts Dir. Career Svcs., Nancy Shiner Video Advisor, Tony Sherock Kristin Burns, Dick Kern 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	
42	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	
43	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	

44	Spokane Craigslist 1381 9 th Ave. San Francisco, CA 94122 Phone: 415-566-6394 Website: www.spokane.craigslist.org		Website	4
45	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	
46	SpokaneHelpWanted.com 11 Abrams Road Central Valley, NY 10917 Phone: 800-365-8630 Email: EmployerSupport@RegionalHelpWanted.com Website: www.spokanehelpwanted.com		Website	
47	TheLadders.com 55 Water Street New York, NY 10041 Phone: 1-866-800-4640 Email: help@theladders.com Website: https://www.theladders.com/		Website	
48	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	5
49	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	
50	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	

51	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	
52	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	
53	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	
54	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	
55	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	
56	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	

57	<p>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</p>	Yes	Email	1
58	<p>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/</p>		Website	
59	<p>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</p>		Website	
60	<p>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</p>		Website	1
61	<p>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</p>		Website	1

OTHER REFERRAL SOURCES

10/1/2016 – 9/30/2017

Number	Contact Information	Did source request notification	Notify via:	# of interviewees referred by source
1	Outside Referrals	N		5
2	CBK Media Management 1621 Emma Street Augusta, GA 30909 412-770-6749 Cbkmediamanagement.com	N		1
3	DCA Talent 124 Ammons Drive Raleigh, NC 27615 919-868-6088 Dcatalent.com	N		1
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		1
6	LornaDave Agency John Derr P.O. Box 368 Fogelsville, PA 18051 610-248-1317 Lornadave.com	N		1
7	Spokane MarCom P.O. Box 1060 Spokane, WA 99210 Spokanemarcom.org	N		2

EEO OUTREACH INITIATIVES
October 1, 2016 – September 30, 2017

- 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 15 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 11 students on school projects for their advertising class.
 - TV and Radio sales participate in a formal mentorship program for entry level sales account executives.
 - 10/16/16 – Coyote Country APD/MD spoke to Rogers High School in the Leadership class and discussed careers in radio.
 - 11/3/16 – News Director had 8 Gonzaga University students join the newsroom for election night to observe the process from a news perspective.
 - 11/10/16 – Sports Director attended St. Michael's School career fair event and talked to students about careers in broadcasting and Sports.
 - 12/1/16 - News Director spoke to 2 Whitworth University classes on Journalism Ethics.
 - 1/23/17 – News Director met with a local Boy Scout troop and discussed careers in broadcasting and answered questions they had. They observed the newscast after the meeting.
 - 1/24/17 – Morning Show Co-Anchor met with students from Hamblen Elementary for a Dads and Donuts event and talked to students about broadcasting career opportunities.
 - 1/26/17 – Assistant News Director met with the Spokane PR Society of America to discuss social media and how it is used in the news room, the qualifications needed for careers in broadcasting and a tour.
 - 1/30/17 – Production Manager spoke with a student regarding career opportunities in news production, the education needed and how to gain experience.
 - 2/2/17 - Assistant News Director met with the Spokane Rotary to discuss how a newsroom works, careers available in broadcasting, how we choose stories and a station tour.
 - 2/20/17 – TV GM, Director of HR, GSM, and Radio Promotions Manager attended the FUSE 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.
 - 2/21/17 – Chief Meteorologist visited Moran Prairie Elementary School to talk with students about weather and different careers in broadcasting including weather.
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- 2/24/17 – Chief Meteorologist visited Logan Elementary School to talk with students about weather and different careers in broadcasting including weather.
- 3/3/17 – News Director hosted 2 Gonzaga University students who were working on an independent study assignment on social media.
- 3/9/17 - Chief Meteorologist visited Hamblen Elementary School to talk with students about weather and different careers in broadcasting including weather.
- 3/11/17 – Morning show Co-Anchor spoke to professors and administrators at WSU regarding news careers and working in media.
- 3/22/17 - Chief Meteorologist visited Spokane Montessori School to talk with students about weather and different careers in broadcasting including weather.
- 3/22/17 – Morning Radio show co-host participated in the KSPS Public TV Mediafest to discuss careers in broadcasting.
- 3/24/17 – Radio personalities from KZZU and KEZE participated in Eagle Peak School's career fair.
- 3/31/17 – Morning Show co-anchor gave 8 WSU students a tour of the station and answered questions regarding careers in broadcasting.
- 4/5/17 – Radio talk show host invited a student to sit in on the radio show and co-host.
- 4/5/17 – Radio AE discussed careers in radio sales at the WSU Communications Symposium.
- 4/5/17 – News Director discussed "Life as a News Director" at the WSU Communications Symposium.
- 4/11/17 – Radio Promotions Director talked to Whitworth students registered in an on-line radio class about careers in broadcasting.
- 4/12/17 – Director of HR and Radio Promotions Manager attended the Whitworth University career fair.
- 4/19/17 – Morning show co-anchor hosted students from Ephrata High School to visit the station for a tour and discussion of careers in broadcasting.
- 4/20/17 – TV GSM participated in WSU's 450 Communications class as a judge on their project and also spoke to the class about careers in sales and broadcasting opportunities.
- 4/26/17 - News Director spoke to Gonzaga University students on Journalism Ethics.
- 5/19/17 – Director of Engineering spoke with students from Deer Park High School about news production and gave them a tour of the station.
- 5/23/17 - 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.
- 6/2/17 – Morning Show co-anchor gave a key note speech to University High School.
- 6/6/17 – TV AE presented to EWU Business Marketing class on sales careers in broadcasting.
- 9/26/17 – News Director hosted a Humane Society Board meeting with 10 different community leaders

which included a station tour and discussion about broadcasting.

- 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:

2016

Radio Sales participated in Nielsen training – October
TV Sales and Traffic participated in WideOrbit training – November
Radio AE participated in Media Prowler training- November
MMJs participated in Live shot safety training – December
News participated in ENG training that was conducted by the Engineering dept. – December
HR attended various HR training session (5 hours in Q4)

2017

HR participated in I-9 compliance training – January
TV Sales participated in various training including ComScore, NSI, Digital sales – Jan/Feb.
Accounting participated in Great Plains Management Reporter training – February
Weather Anchor participated in Baron Weather training – January
Radio sales participated in YAS Digital training
KHTQ On-air personality attended Radio Contraband Convention and attended various workshops – Feb.
Several individuals in news attended training and received certification to operate drones – March
All employees attended a Harassment Prevention training – April
**All Managers attended a Management Preventing harassment and discrimination training – April
Engineer attended a Class A & B Operator training – May
Photographer attended NPPA workshop to enhance skills – June
HR attended training on WA's new paid leave laws – July
Radio Sales participated in P3DA training – July
Radio Sales participated in Neofill training – August
Radio Sales participated in Digital Sales training – August
Various employees from different departments participated in Active Shooter Survival Training – Sept.
Reception desk employees participated in Front Desk safety training – Sept.
HR attended the NHRMA 2017 conference. Attended HR workshops pertaining to recruiting, engagement, leadership, performance management.
Assistant News Director is attending the prestigious Broadcast Leadership Training through NABEF – 10 month training program beginning Sept. 2017.
