

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period September 22, 2004 to September 21, 2005.

1) **Employment Unit: Mountain Licenses, LP**

2) **Unit Members (Stations and Communities of License): KAYU TV FOX 28  
Spokane, Washington**

3) **EEO Contact Information for Employment Unit:**

Mailing Address:  KAYU TV FOX 28 4600 South Regal Street Spokane, WA 99223	Telephone Number: 509-448-2828
	Contact Person/Title: Lowell Pederson, Business Manager
	E-mail Address: <a href="mailto:kayu@kayutv.com">kayu@kayutv.com</a>

4) **List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

<b>Job Title</b>	<b>Recruitment Source Referring</b>
<b>Hiree</b>	
1. Account Manager	Spokesman-Review
2. Local Account Executive	KAYU TV, Internal Generated Referral
3. Local Account Executive	Spokesman-Review
4. Local Account Executive	Spokesman-Review
5. Local Sales Assistant	KAYU TV, Internal Generated Referral
6. Local Sales Manager	KAYU TV, Internal Generated Referral
7. Promotion Coordinator	In-House Promotion
8. Promotion Assistant	KAYU TV, Internal Generated Referral
9. Local Account Executive	Spokesman-Review
10. Local Sales Assistant	KAYU Website
11. Local Account Executive	Industry Referral
12. Local Account Executive	Spokesman-Review

**Station KAYU TV is an Equal Opportunity Employer.**

**5) Please see the attached spreadsheet for a list of recruitment sources used to fill each full-time job vacancy.**

**6) Total # of Interviewees Referred:** For the period from September 22, 2004 – September 21, 2005, this Employment Unit interviewed 84 interviewees for full-time job vacancies.

**7) Supplemental Recruitment Initiatives.**

**(a) Initiative: Participated in a Job Fair**

KAYU TV FOX 28 participated in a Job Fair on the campus of Spokane Falls Community College on February 24, 2005. The Job Fair was attended by KAYU's FOX 28 News Anchor, an employee with responsibility in the making of hiring decisions. Opportunities in television journalism and news were discussed with prospective employees.

**(b) Initiative: Participated in a Job Fair**

KAYU was a member of the Spring Career Expo of the Palouse on March 1, 2005 at Beasley Performing Arts Coliseum on the campus of Washington State University in Pullman, Washington. KAYU's General Manager and Director of Operations & Programming, both personnel with substantial responsibility in the making of hiring decisions were active participants in the career expo. The career expo was a success in reaching potential job candidates as well as expanding our presence as an employer in the broadcast industry. The two managers collected numerous resumes from interested potential job candidates as well as resumes from interested potential internship candidates.

**(c) Initiative: Established an Internship Program**

In 2000, KAYU TV FOX 28 established an on-going internship program with opportunities for students pursuing a career in broadcasting to acquire the necessary skills. The internship program targets students enrolled in a University, College, or Technical School program with interest in working in broadcasting and/or journalism. KAYU's outreach efforts include notifying area Universities, Colleges and Technical Schools as well as posting internship descriptions on the Washington State Association of Broadcasters job bank website.

**(d) Initiative: Participated in an event sponsored by an educational institution.**

KAYU TV General Manager was asked to speak to a Broadcast Management class at Washington State University campus on April 7, 2005.

**(e) Initiative: Participated in an event sponsored by an educational institution.**

KAYU FOX 28 Director of Operations and Programming is on the Advisory Board of ITT Technical Institute in Spokane and met with students to discuss career opportunities at an ITT Open House on March 31, 2005.

**(f) Initiative: Participated in an event sponsored by an educational institution.**

KAYU TV FOX 28 Production Manager has assumed a part-time faculty position at ITT Technical and is teaching students Multimedia graphics and animation skills.

**(g) Initiative: Listing of each upper-level category opening in a job bank and/or newsletter of media trade groups**

KAYU TV FOX 28 has a practice of listing upper-level job openings in the Washington State Association of Broadcasters job bank as well as the Television Week trade magazine. KAYU had no upper-level job openings during this report period.