

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period September 22, 2005 to September 21, 2006.

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:

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

Job Title	Recruitment Source Referring Hiree
1. Promotions Assistant	Spokesman-Review
2. Production Tech	Spokesman-Review
3. Producer/Director	In-House Promotion
4. Producer/Director	Spokesman-Review
5. Local Sales Account Executive	Industry Referral
6. Master Control Operator	ITT Technical
7. Local Sales Account Executive	Spokesman-Review
8. Sales Assistant	Spokesman-Review

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

6) **Total # of Interviewees Referred:** For the period from September 22, 2005 – September 21, 2006, this Employment Unit interviewed 44 interviewees for full-time job vacancies

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

## **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 April 18, 2006. The Job Fair was attended by KAYU's Chief Engineer and Director of Operations & Promotions, both personnel with substantial responsibilities in the making of hiring decisions. Opportunities in television broadcasting were discussed with prospective employees.

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

KAYU was a member of the Fall Career Expo of the Palouse on October 11, 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 responsibilities 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: Participated in a Job Fair**

KAYU TV FOX 28 participated in a Job Fair held at Northeast Community Center on May 18, 2006. The Job Fair was attended by KAYU's General Manager. Opportunities in television were discussed with prospective employees.

### **(d) 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.

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

KAYU TV Fox 28 General Manager participated in the Edward R. Murrow Symposium held on the Washington State University campus on April 18, 2006.

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

KAYU's General Manager spoke to a Broadcast Management class at Washington State University campus on January 26 2006.

### **(g) Initiative: Participated in an event sponsored by an education institution.**

KAYU Sales Manager participated in judging Advertising Campaigns for Communications Department Senior Projects for 40 students on April 27, 2006. The student's final effort before entering the job market

received input throughout the day on both what they did well and what they could improve on. Employment opportunities with KAYU were discussed with students, as well as their future work goals and plans.

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

KAYU FOX 28 Director of Programming and Operations was re-elected to the Advisory Board of ITT Technical Institute in Spokane and co-chaired the Multi Media Section Conference at ITT on July 26, 2006. The purpose of this meeting was to review curriculum and meet with faculty and students to explore better ways for students to gain local employment during their course of study, as well as after graduation.

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

KAYU TV FOX 28 Production Manager held a part-time faculty position at ITT Technical and taught students Multimedia graphics and animation skills.

**(j) 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.