

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period September 22, 2006 through September 21, 2007.

1) Employment Unit: KAYU-TV

2) Unit Members (Stations and Communities of License): KAYU-TV

3) EEO Contact Information for Employment Unit:

Mailing Address: KAYU-TV FOX 28 4600 S Regal 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. Internet Sales Specialist	Internal
2. Local Sales Executive	Spokesman-Review & Internal
3. Promotions Assistant	Spokesman-Review
4. Local Sales Executive	KAYU Website
5. Master Control Operator	Spokesman-Review
6. Promotions Assistant	Internal
7. TV Promotion Coordinator	Internal - (Former Employee)
8. Producer/Director	KAYU Website
9. New Media Specialist	Internal – (Former Employee)
10. Promotions Assistant	Spokesman-Review

KAYU-TV is an Equal Opportunity Employer

6) Total # of Interviewees Referred: For the period from September 22, 2006 through September 21, 2007, this Employment Unit interviewed 41 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives. List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) Initiative: Participated in Job Fairs

1. KAYU TV Fox 28 was a member of the Spring Career Expo of the Palouse on February 27, 2007 sponsored by Washington State University and the University of Idaho. The Career Expo was held at Beasley Performing Art Coliseum on the campus of Washington State University in Pullman Washington. KAYU's Director of Operations & Programming and KCYU's Local Sales Manager, 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.
2. KAYU participated in a Job Fair on the campus of Spokane Community College on April 17, 2007. The Job Fair was attended by Lead Master Control Operator and Production Manager, both personnel with substantial responsibilities in the making of hiring decisions. Opportunities in television broadcasting were discussed with prospective employees.
3. KAYU TV Fox 28 was a member of the Fall Career Expo of the Palouse on October 3, 2006 sponsored by the University of Idaho and Washington State University. The expo was held at the Kibbie Dome on the University of Idaho campus in Moscow Idaho. Kayu's General Manager and the Director of Operations & Programming were active participants in the career expo as both personnel have substantial responsibilities in the making of hiring decisions. The career expo was a success in reaching potential job candidates and expanding our presence as an employer in the broadcast industry.

(b) Initiative: Established an Internship Program

In 2001, KAYU TV FOX 28 established and 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 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. During the report period, KAYU had one intern from Washington State University.

(c) 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.

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

1. **Advisory Board of ITT Technical Institute in Spokane.** KAYU FOX 28 Director of Programming and Operations is a member of The Advisory Board of ITT Technical Institute in Spokane. In that capacity has an opportunity 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.
2. **Classroom instruction and student contact – Washington State University.** KAYU Fox 28 General Manager served as a guest lecturer at the senior level Broadcast Management Class at Washington State University. Much of the lecture centered on opportunities in broadcasting for students in that curriculum.
3. **Advisor to WSU student project.** KAYU General Manager worked with two different groups of senior level communications students who made a project of making recommendations for programming and operational changes at the TV station. One of the students working on the project wound up being the person who did a summer internship at KAYU.

Two of the students were also considered as potential applicants for positions in KAYU promotions; however the timing of the completion of their college education was not in sync with the openings

4. **Edward R. Murrow Symposium at Washington State University School of Communications.** KAYU General Manager participated in two speaker panels at the April 10th symposium on the campus of WSU. A majority of students involved in the Murrow school at Washington State University are recruited for careers in broadcasting and journalism. Therefore, a presence at the Symposium results in interest by the students for careers in broadcasting with our company.

5.1) Job Title: Internet Sales Specialist

Referral Source(s) of Hiree: Internal Candidate

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AARP/Senior Community Emp	Steve Rider	1801 W. Broadway Suite 110 B Spokane, WA 99201-1874	325-7712		no
EWU Dept. of Electronic Media & Film	Pam Bumpas	104 RTV Cheney, WA 99004	359-6390		No
Northeast Community Center	Jean Farmer	4001 N. Cook St. Spokane, WA 99207	487-1603		no
Career Connections	Karen	421 N. Mullan Rd. Spokane, WA 99212	928-0423		no
Institute for Extended Learning	Dawn Hitchens	3305 W. Ft. George Wright Dr. , MS-3090 Spokane, WA 99224	279-6000		no
University of Oregon	Bill Morrill	1275 Eugene, OR 97403	541-346-2171		no
Martin Luther King, Jr. Family Outreach	Gladys Carillo	845 S. Sherman Spokane, WA 99202	455-8722		no
YWCA	Sharon Durkin	829 W. Broadway Spokane, WA 99201	326-1190		no
EWU Woman's Center	Christy Wavada	207 Monroe Hall Eastern WA University Cheney, WA 99004-2428	359-2847		no
Work Source Spokane	Dan Lambert	130 S. Arthur Spokane, WA 99202	532-3075		no
Career Path Services	Tim Robison	905 N. Washington #300 Spokane, WA 99201	326-7520		no
WSU Spokane H.R.	Diane Wick	P.O. Box 1495 Spokane, WA 99210-1495	358-7553		no
WCCDA	Candice Drohan	1603 N. Belt Spokane, WA 99205	326-9540		no
Gonzaga University Career Center	Janelle Axtell	MSC 2462 E. 502 Boone Ave. Spokane, WA 99258	323-4234		no
L.D.S. Employment Office	Sherrie Hibberd	200 North Mullan, Ste. 220 Spokane, WA 99206	928-2534		no

5.1) Job Title: Internet Sales Specialist (cont)

Referral Source(s) of Hiree:

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Job Resource Center	Receptionist	905 W. Riverside Suite #507 Spokane, WA 99201	747-3071		no
EWU African American Education Program	Nancy Fletcher	Isle Hall, Room 216 Cheney, WA 99004-2420	359-2205		no
EWU Career Services	Bernadette Struck	Rm 115 Showalter Hall Cheney, WA 99004	359-2221		no
SL Start	Denise Jones	25 W. Nora Ave. PO Box 5397 Spokane, WA 99205	328-2740		no
ITT Technical Institute	Juliana Anderson	13518 East Indiana Avenue Spokane Valley, WA 99216-1589	926-2900		no
Spokane Falls Comm. College	Penny Butters	3410 W Fort George Wright Dr. Spokane, WA 99224	533-3545		no
WSU Spokane H.R.	Bob Kesler	P.O. Box 641014 Pullman, WA 99164-1014	335-5262		no
Whitworth College Career Planning & Placement	Debbie Ide	300 W. Hawthorne Rd. Spokane, WA 99251	777-3208		no
SCC Career & Employment (Spokane Community College)	Linda Sue Lambert	1810 N. Greene St. Spokane, WA 99207-5399	533-7249		no
WSAB	Sandi Maki	sandiewsab@earthlink.net	360-705-0774		no
OAB	Receptionist	theoab@theoab.org	503-343-2799		no
Spokesman Review	Jacque Mencke	999 W. Riverside Spokane, WA 99210	459-5130	2	no
Yakima Herald – Republic	EMAIL	classads@yakima- herald.com	(800) 343-2799		no
Tri-City Herald	Kris	commclassads@tri- cityherald.com	(800) 874-0445		no
Spots 'N' Dots		167 Oakdale Rd Johnson City, NY 13790	888-884-2630		no
Internal KAYU Website		4600 S. Regal St Spokane, WA 99223	448-2828	2 1	no

5.2) Job Title: Local Sales Local Sales Executive

Referral Source(s) of Hiree: Spokesman-

Review

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AARP/Senior Community Emp	Steve Rider	1801 W. Broadway Suite 110 B Spokane, WA 99201-1874	325-7712		No
EWU Dept. of Electronic Media & Film	Pam Bumpas	104 RTV Cheney, WA 99004	359-6390		No
Northeast Community Center	Jean Farmer	4001 N. Cook St. Spokane, WA 99207	487-1603		No
Career Connections	Karen	421 N. Mullan Rd. Spokane, WA 99212	928-0423		No
Institute for Extended Learning	Dawn Hitchens	3305 W. Ft. George Wright Dr. , MS-3090 Spokane, WA 99224	279-6000		No
University of Oregon	Bill Morrill	1275 Eugene, OR 97403	541-346-2171		No
Martin Luther King, Jr. Family Outreach	Gladys Carillo	845 S. Sherman Spokane, WA 99202	455-8722		No
YWCA	Sharon Durkin	829 W. Broadway Spokane, WA 99201	326-1190		No
EWU Woman's Center	Christy Wavada	207 Monroe Hall Eastern WA University Cheney, WA 99004-2428	359-2847		No
Work Source Spokane	Dan Lambert	130 S. Arthur Spokane, WA 99202	532-3075		No
Career Path Services	Tim Robison	905 N. Washington #300 Spokane, WA 99201	326-7520		No
WSU Spokane H.R.	Diane Wick	P.O. Box 1495 Spokane, WA 99210-1495	358-7553		No
WCCDA	Candice Drohan	1603 N. Belt Spokane, WA 99205	326-9540		No
Gonzaga University Career Center	Janelle Axtell	MSC 2462 E. 502 Boone Ave. Spokane, WA 99258	323-4234		No
L.D.S. Employment Office	Sherrie Hibberd	200 North Mullan, Ste. 220 Spokane, WA 99206	928-2534		No

5.2) Job Title: Local Sales Local Sales Executive Referral Source(s) of Hiree:

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Job Resource Center	Receptionist	905 W. Riverside Suite #507 Spokane, WA 99201	747-3071		No
EWU African American Education Program	Nancy Fletcher	Isle Hall, Room 216 Cheney, WA 99004-2420	359-2205		No
EWU Career Services	Bernadette Struck	Rm 115 Showalter Hall Cheney, WA 99004	359-2221		No
SL Start	Denise Jones	25 W. Nora Ave. PO Box 5397 Spokane, WA 99205	328-2740		No
ITT Technical Institute	Juliana Anderson	13518 East Indiana Avenue Spokane Valley, WA 99216-1589	926-2900		No
Spokane Falls Comm. College	Penny Butters	3410 W Fort George Wright Dr. Spokane, WA 99224	533-3545		No
WSU Spokane H.R.	Bob Kesler	P.O. Box 641014 Pullman, WA 99164-1014	335-5262		No
Whitworth College Career Planning & Placement	Debbie Ide	300 W. Hawthorne Rd. Spokane, WA 99251	777-3208		No
SCC Career & Employment (Spokane Community College)	Linda Sue Lambert	1810 N. Greene St. Spokane, WA 99207-5399	533-7249		No
WSAB	Sandi Maki	sandiewsab@earthlink.net	360-705-0774		No
OAB	Receptionist	theoab@theoab.org	403-443-2299		No
Spokesman Review	Jacque Mencke	999 W. Riverside Spokane, WA 99210	459-5130	3	No
Yakima Herald – Republic	EMAIL	classads@yakima-herald.com	509-343-2799		No
Tri-City Herald	Kris	commclassads@tri-cityherald.com	(800) 874-0445		No
Internal KAYU Website	Hiring Manager	4600 S. Regal St. Spokane	50-448-2828	1 1	No

5.3) Job Title: Promotions Assistant

Referral Source(s) of Hiree: Spokesman-Review

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AARP/Senior Community Emp	Steve Rider	1801 W. Broadway Suite 110 B Spokane, WA 99201-1874	325-7712		No
EWU Dept. of Electronic Media & Film	Pam Bumpas	104 RTV Cheney, WA 99004	359-6390		No
Northeast Community Center	Jean Farmer	4001 N. Cook St. Spokane, WA 99207	487-1603		No
Career Connections	Karen	421 N. Mullan Rd. Spokane, WA 99212	928-0423		No
Institute for Extended Learning	Dawn Hitchens	3305 W. Ft. George Wright Dr. , MS-3090 Spokane, WA 99224	279-6000		No
University of Oregon	Bill Morrill	1275 Eugene, OR 97403	541-346-2171		No
Martin Luther King, Jr. Family Outreach	Gladys Carillo	845 S. Sherman Spokane, WA 99202	455-8722		No
YWCA	Sharon Durkin	829 W. Broadway Spokane, WA 99201	326-1190		No
EWU Woman's Center	Christy Wavada	207 Monroe Hall Eastern WA University Cheney, WA 99004-2428	359-2847		No
Work Source Spokane	Dan Lambert	130 S. Arthur Spokane, WA 99202	532-3075		No
Career Path Services	Tim Robison	905 N. Washington #300 Spokane, WA 99201	326-7520		No
WSU Spokane H.R.	Diane Wick	P.O. Box 1495 Spokane, WA 99210-1495	358-7553		No
WCCDA	Candice Drohan	1603 N. Belt Spokane, WA 99205	326-9540		No
Gonzaga University Career Center	Janelle Axtell	MSC 2462 E. 502 Boone Ave. Spokane, WA 99258	323-4234		No
L.D.S. Employment Office	Sherrie Hibberd	200 North Mullan, Ste. 220 Spokane, WA 99206	928-2534		No

5.3) Job Title: Promotions Assistant (cont)
Referral Source(s) of Hiree:

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Job Resource Center	Receptionist	905 W. Riverside Suite #507 Spokane, WA 99201	747-3071		No
EWU African American Education Program	Nancy Fletcher	Isle Hall, Room 216 Cheney, WA 99004-2420	359-2205		No
EWU Career Services	Bernadette Struck	Rm 115 Showalter Hall Cheney, WA 99004	359-2221		No
SL Start	Denise Jones	25 W. Nora Ave. PO Box 5397 Spokane, WA 99205	328-2740		No
ITT Technical Institute	Juliana Anderson	13518 East Indiana Avenue Spokane Valley, WA 99216-1589	926-2900		No
Spokane Falls Comm. College	Penny Butters	3410 W Fort George Wright Dr. Spokane, WA 99224	533-3545		No
WSU Spokane H.R.	Bob Kesler	P.O. Box 641014 Pullman, WA 99164-1014	335-5262		No
Whitworth College Career Planning & Placement	Debbie Ide	300 W. Hawthorne Rd. Spokane, WA 99251	777-3208		No
SCC Career & Employment (Spokane Community College)	Linda Sue Lambert	1810 N. Greene St. Spokane, WA 99207-5399	533-7249		No
WSAB	Sandi Maki	sandiewsab@earthlink.net	360-705-2299		No
OAB	Receptionist	theoab@theoab.org	503-443-2279		No
Spokesman Review	Jacque Mencke	999 W. Riverside Spokane, WA 99210	459-5130	5	No
Yakima Herald – Republic	EMAIL	classads@yakima- herald.com	(800) 343-2799		No
Tri-City Herald	Kris	commclassads@tri- cityherald.com	(800) 874-0445		No
Internal KAYU Website	Hiring Supervisor	4600 S. Regal St Spokane WA 99223	448-2828	1	No

5.4) Job Title: Local Sales Local Sales Executive

Referral Source(s) of Hiree: Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AARP/Senior Community Emp	Steve Rider	1801 W. Broadway Suite 110 B Spokane, WA 99201-1874	325-7712		No
EWU Dept. of Electronic Media & Film	Pam Bumpas	104 RTV Cheney, WA 99004	359-6390		No
Northeast Community Center	Jean Farmer	4001 N. Cook St. Spokane, WA 99207	487-1603		No
Career Connections	Karen	421 N. Mullan Rd. Spokane, WA 99212	928-0423		No
Institute for Extended Learning	Dawn Hitchens	3305 W. Ft. George Wright Dr. , MS-3090 Spokane, WA 99224	279-6000		No
University of Oregon	Bill Morrill	1275 Eugene, OR 97403	541-346-2171		No
Martin Luther King, Jr. Family Outreach	Gladys Carillo	845 S. Sherman Spokane, WA 99202	455-8722		No
YWCA	Sharon Durkin	829 W. Broadway Spokane, WA 99201	326-1190		No
EWU Woman's Center	Christy Wavada	207 Monroe Hall Eastern WA University Cheney, WA 99004-2428	359-2847		No
Work Source Spokane	Dan Lambert	130 S. Arthur Spokane, WA 99202	532-3075		No
Career Path Services	Tim Robison	905 N. Washington #300 Spokane, WA 99201	326-7520		No
WSU Spokane H.R.	Diane Wick	P.O. Box 1495 Spokane, WA 99210-1495	358-7553		No
WCCDA	Candice Drohan	1603 N. Belt Spokane, WA 99205	326-9540		No
Gonzaga University Career Center	Janelle Axtell	MSC 2462 E. 502 Boone Ave. Spokane, WA 99258	323-4234		No
L.D.S. Employment Office	Sherrie Hibberd	200 North Mullan, Ste. 220 Spokane, WA 99206	928-2534		No

5.4) Job Title: Local Sales Local Sales Executive (cont) Referral Source(s) of Hiree:

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Job Resource Center	Receptionist	905 W. Riverside Suite #507 Spokane, WA 99201	747-3071		No
EWU African American Education Program	Nancy Fletcher	Isle Hall, Room 216 Cheney, WA 99004-2420	359-2205		No
EWU Career Services	Bernadette Struck	Rm 115 Showalter Hall Cheney, WA 99004	359-2221		No
SL Start	Denise Jones	25 W. Nora Ave. PO Box 5397 Spokane, WA 99205	328-2740		No
ITT Technical Institute	Juliana Anderson	13518 East Indiana Avenue Spokane Valley, WA 99216-1589	926-2900		No
Spokane Falls Comm. College	Penny Butters	3410 W Fort George Wright Dr. Spokane, WA 99224	533-3545		No
WSU Spokane H.R.	Bob Kesler	P.O. Box 641014 Pullman, WA 99164-1014	335-5262		No
Whitworth College Career Planning & Placement	Debbie Ide	300 W. Hawthorne Rd. Spokane, WA 99251	777-3208		No
SCC Career & Employment (Spokane Community College)	Linda Sue Lambert	1810 N. Greene St. Spokane, WA 99207-5399	533-7249		No
WSAB	Sandi Maki	sandiewsab@earthlink.net	360-705-0774		No
OAB	Email:	theoab@theoab.org	503-443-2299		No
Spokesman Review	Jacque Mencke	999 W. Riverside Spokane, WA 99210	459-5130	1	No
Yakima Herald – Republic	EMAIL	classads@yakima- herald.com	(800) 343-2799		No
Tri-City Herald	Kris	commclassads@tri- cityherald.com	(800) 874-0445		No
Internal KAYU Website				2	No

5.5) Job Title: Master Control Operator**Referral Source(s) of Hiree: Spokesman-Review**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AARP/Senior Community Emp	Steve Rider	1801 W. Broadway Suite 110 B Spokane, WA 99201-1874	325-7712		No
EWU Dept. of Electronic Media & Film	Pam Bumpas	104 RTV Cheney, WA 99004	359-6390		No
Northeast Community Center	Jean Farmer	4001 N. Cook St. Spokane, WA 99207	487-1603		No
Career Connections	Karen	421 N. Mullan Rd. Spokane, WA 99212	928-0423		No
Institute for Extended Learning	Dawn Hitchens	3305 W. Ft. George Wright Dr. , MS-3090 Spokane, WA 99224	279-6000		No
University of Oregon	Bill Morrill	1275 Eugene, OR 97403	541-346-2171		No
Martin Luther King, Jr. Family Outreach	Gladys Carillo	845 S. Sherman Spokane, WA 99202	455-8722		No
YWCA	Sharon Durkin	829 W. Broadway Spokane, WA 99201	326-1190		No
EWU Woman's Center	Christy Wavada	207 Monroe Hall Eastern WA University Cheney, WA 99004-2428	359-2847		No
Work Source Spokane	Dan Lambert	130 S. Arthur Spokane, WA 99202	532-3075		No
Career Path Services	Tim Robison	905 N. Washington #300 Spokane, WA 99201	326-7520		No
WSU Spokane H.R.	Diane Wick	P.O. Box 1495 Spokane, WA 99210-1495	358-7553		No
WCCDA	Candice Drohan	1603 N. Belt Spokane, WA 99205	326-9540		No
Gonzaga University Career Center	Janelle Axtell	MSC 2462 E. 502 Boone Ave. Spokane, WA 99258	323-4234		No
L.D.S. Employment Office	Sherrie Hibberd	200 North Mullan, Ste. 220 Spokane, WA 99206	928-2534		No

5.5) Job Title: Master Control Operator (cont) Referral Source(s) of Hiree:

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Job Resource Center	Receptionist	905 W. Riverside Suite #507 Spokane, WA 99201	747-3071		No
EWU African American Education Program	Nancy Fletcher	Isle Hall, Room 216 Cheney, WA 99004-2420	359-2205		No
EWU Career Services	Bernadette Struck	Rm 115 Showalter Hall Cheney, WA 99004	359-2221		No
SL Start	Denise Jones	25 W. Nora Ave. PO Box 5397 Spokane, WA 99205	328-2740		No
ITT Technical Institute	Juliana Anderson	13518 East Indiana Avenue Spokane Valley, WA 99216-1589	926-2900	1	No
Spokane Falls Comm. College	Penny Butters	3410 W Fort George Wright Dr. Spokane, WA 99224	533-3545		No
WSU Spokane H.R.	Bob Kesler	P.O. Box 641014 Pullman, WA 99164-1014	335-5262		No
Whitworth College Career Planning & Placement	Debbie Ide	300 W. Hawthorne Rd. Spokane, WA 99251	777-3208		No
SCC Career & Employment (Spokane Community College)	Linda Sue Lambert	1810 N. Greene St. Spokane, WA 99207-5399	533-7249		No
WSAB	Sandi Maki	sandiewsab@earthlink.net	306-705-0774		No
OAB	Email:	theoab@theoab.org			No
Spokesman Review	Jacque Mencke	999 W. Riverside Spokane, WA 99210	459-5130	2	No
Yakima Herald – Republic	EMAIL	classads@yakima-herald.com	(800) 874-0445		No
Tri-City Herald	Kris	commclassads@tri-cityherald.com			No
Internal	Hiring Manager	4600 S. Regal St Spokane WA 99223	448-2828		No
KAYU Website	Hiring Manager	4600 S. Regal St Spokane WA 99223	448-2828		No

5.6) Job Title: Promotions Assistant**Referral Source(s) of Hiree: Internal**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AARP/Senior Community Emp	Steve Rider	1801 W. Broadway Suite 110 B Spokane, WA 99201-1874	325-7712		No
EWU Dept. of Electronic Media & Film	Pam Bumpas	104 RTV Cheney, WA 99004	359-6390		No
Northeast Community Center	Jean Farmer	4001 N. Cook St. Spokane, WA 99207	487-1603		No
Career Connections	Karen	421 N. Mullan Rd. Spokane, WA 99212	928-0423		No
Institute for Extended Learning	Dawn Hitchens	3305 W. Ft. George Wright Dr. , MS-3090 Spokane, WA 99224	279-6000		No
University of Oregon	Bill Morrill	1275 Eugene, OR 97403	541-346-2171		No
Martin Luther King, Jr. Family Outreach	Gladys Carillo	845 S. Sherman Spokane, WA 99202	455-8722		No
YWCA	Sharon Durkin	829 W. Broadway Spokane, WA 99201	326-1190		No
EWU Woman's Center	Christy Wavada	207 Monroe Hall Eastern WA University Cheney, WA 99004-2428	359-2847		No
Work Source Spokane	Dan Lambert	130 S. Arthur Spokane, WA 99202	532-3075		No
Career Path Services	Tim Robison	905 N. Washington #300 Spokane, WA 99201	326-7520		No
WSU Spokane H.R.	Diane Wick	P.O. Box 1495 Spokane, WA 99210-1495	358-7553		No
WCCDA	Candice Drohan	1603 N. Belt Spokane, WA 99205	326-9540		No
Gonzaga University Career Center	Janelle Axtell	MSC 2462 E. 502 Boone Ave. Spokane, WA 99258	323-4234		No
L.D.S. Employment Office	Sherrie Hibberd	200 North Mullan, Ste. 220 Spokane, WA 99206	928-2534		No

5.6) Job Title: Promotions Assistant (cont)
Referral Source(s) of Hiree:

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Job Resource Center	Receptionist	905 W. Riverside Suite #507 Spokane, WA 99201	747-3071		No
EWU African American Education Program	Nancy Fletcher	Isle Hall, Room 216 Cheney, WA 99004-2420	359-2205		No
EWU Career Services	Bernadette Struck	Rm 115 Showalter Hall Cheney, WA 99004	359-2221		No
SL Start	Denise Jones	25 W. Nora Ave. PO Box 5397 Spokane, WA 99205	328-2740		No
ITT Technical Institute	Juliana Anderson	13518 East Indiana Avenue Spokane Valley, WA 99216-1589	926-2900		No
Spokane Falls Comm. College	Penny Butters	3410 W Fort George Wright Dr. Spokane, WA 99224	533-3545		No
WSU Spokane H.R.	Bob Kesler	P.O. Box 641014 Pullman, WA 99164-1014	335-5262		No
Whitworth College Career Planning & Placement	Debbie Ide	300 W. Hawthorne Rd. Spokane, WA 99251	777-3208		No
SCC Career & Employment (Spokane Community College)	Linda Sue Lambert	1810 N. Greene St. Spokane, WA 99207-5399	533-7249		No
WSAB	Sandi Maci	sandiewsab@earthlink.net	360-706-0774		No
OAB	Email:	theoab@theoab.org			No
Spokesman Review	Jacque Mencke	999 W. Riverside Spokane, WA 99210	459-5130	3	No
Yakima Herald – Republic	EMAIL	classads@yakima- herald.com			No
Tri-City Herald	Kris	commclassads@tri- cityherald.com	(800) 874-0445		No
Internal KAYU Website				2	No

5.7) Job Title: TV Promotion Coordinator

Referral Source(s) of Hire: Internal

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AARP/Senior Community Emp	Steve Rider	1801 W. Broadway Suite 110 B Spokane, WA 99201-1874	325-7712		No
EWU Dept. of Electronic Media & Film	Pam Bumpas	104 RTV Cheney, WA 99004	359-6390		No
Northeast Community Center	Jean Farmer	4001 N. Cook St. Spokane, WA 99207	487-1603		No
Career Connections	Karen	421 N. Mullan Rd. Spokane, WA 99212	928-0423		No
Institute for Extended Learning	Dawn Hitchens	3305 W. Ft. George Wright Dr. , MS-3090 Spokane, WA 99224	279-6000		No
University of Oregon	Bill Morrill	1275 Eugene, OR 97403	541-346-2171		No
Martin Luther King, Jr. Family Outreach	Gladys Carillo	845 S. Sherman Spokane, WA 99202	455-8722		No
YWCA	Sharon Durkin	829 W. Broadway Spokane, WA 99201	326-1190		No
EWU Woman's Center	Christy Wavada	207 Monroe Hall Eastern WA University Cheney, WA 99004-2428	359-2847		No
Work Source Spokane	Dan Lambert	130 S. Arthur Spokane, WA 99202	532-3075		No
Career Path Services	Tim Robison	905 N. Washington #300 Spokane, WA 99201	326-7520		No
WSU Spokane H.R.	Diane Wick	P.O. Box 1495 Spokane, WA 99210-1495	358-7553		No
WCCDA	Candice Drohan	1603 N. Belt Spokane, WA 99205	326-9540		No
Gonzaga University Career Center	Janelle Axtell	MSC 2462 E. 502 Boone Ave. Spokane, WA 99258	323-4234		No
L.D.S. Employment Office	Sherrie Hibberd	200 North Mullan, Ste. 220 Spokane, WA 99206	928-2534		No

5.7) Job Title: TV Promotion Coordinator (cont) Referral Source(s) of Hiree:

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Job Resource Center	Receptionist	905 W. Riverside Suite #507 Spokane, WA 99201	747-3071		No
EWU African American Education Program	Nancy Fletcher	Isle Hall, Room 216 Cheney, WA 99004-2420	359-2205		No
EWU Career Services	Bernadette Struck	Rm 115 Showalter Hall Cheney, WA 99004	359-2221		No
SL Start	Denise Jones	25 W. Nora Ave. PO Box 5397 Spokane, WA 99205	328-2740		No
ITT Technical Institute	Juliana Anderson	13518 East Indiana Avenue Spokane Valley, WA 99216-1589	926-2900		No
Spokane Falls Comm. College	Penny Butters	3410 W Fort George Wright Dr. Spokane, WA 99224	533-3545		No
WSU Spokane H.R.	Bob Kesler	P.O. Box 641014 Pullman, WA 99164-1014	335-5262		No
Whitworth College Career Planning & Placement	Debbie Ide	300 W. Hawthorne Rd. Spokane, WA 99251	777-3208		No
SCC Career & Employment (Spokane Community College)	Linda Sue Lambert	1810 N. Greene St. Spokane, WA 99207-5399	533-7249		No
WSAB	Email:	sandiewsab@earthlink.net			No
OAB	Email:	theoab@theoab.org			No
Spokesman Review	Jacque Mencke	999 W. Riverside Spokane, WA 99210	459-5130	3	No
Yakima Herald – Republic	EMAIL	classads@yakima- herald.com			No
Tri-City Herald	Kris	commclassads@tri- cityherald.com	(800) 874-0445		No
Internal KAYU Website		4600 S. Regal Spokane WA 999233		2	No

5.8) Job Title: Producer/Director**Referral Source(s) of Hiree: Internal**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AARP/Senior Community Emp	Steve Rider	1801 W. Broadway Suite 110 B Spokane, WA 99201-1874	325-7712		No
EWU Dept. of Electronic Media & Film	Pam Bumpas	104 RTV Cheney, WA 99004	359-6390		No
Northeast Community Center	Jean Farmer	4001 N. Cook St. Spokane, WA 99207	487-1603		No
Career Connections	Karen	421 N. Mullan Rd. Spokane, WA 99212	928-0423		No
Institute for Extended Learning	Dawn Hitchens	3305 W. Ft. George Wright Dr. , MS-3090 Spokane, WA 99224	279-6000		No
University of Oregon	Bill Morrill	1275 Eugene, OR 97403	541-346-2171		No
Martin Luther King, Jr. Family Outreach	Gladys Carillo	845 S. Sherman Spokane, WA 99202	455-8722		No
YWCA	Sharon Durkin	829 W. Broadway Spokane, WA 99201	326-1190		No
EWU Woman's Center	Christy Wavada	207 Monroe Hall Eastern WA University Cheney, WA 99004-2428	359-2847		No
Work Source Spokane	Dan Lambert	130 S. Arthur Spokane, WA 99202	532-3075		No
Career Path Services	Tim Robison	905 N. Washington #300 Spokane, WA 99201	326-7520		No
WSU Spokane H.R.	Diane Wick	P.O. Box 1495 Spokane, WA 99210-1495	358-7553		No
WCCDA	Candice Drohan	1603 N. Belt Spokane, WA 99205	326-9540		No
Gonzaga University Career Center	Janelle Axtell	MSC 2462 E. 502 Boone Ave. Spokane, WA 99258	323-4234		No
L.D.S. Employment Office	Sherrie Hibberd	200 North Mullan, Ste. 220 Spokane, WA 99206	928-2534		No

5.8) Job Title: Producer/Director (cont) Referral Source(s) of Hiree:

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Job Resource Center		905 W. Riverside Suite #507 Spokane, WA 99201			No
EWU African American Education Program	Nancy Fletcher	Isle Hall, Room 216 Cheney, WA 99004-2420	359-2205		No
EWU Career Services	Bernadette Struck	Rm 115 Showalter Hall Cheney, WA 99004	359-2221		No
SL Start	Denise Jones	25 W. Nora Ave. PO Box 5397 Spokane, WA 99205	328-2740		No
ITT Technical Institute	Juliana Anderson	13518 East Indiana Avenue Spokane Valley, WA 99216-1589	926-2900		No
Spokane Falls Comm. College	Penny Butters	3410 W Fort George Wright Dr. Spokane, WA 99224	533-3545		No
WSU Spokane H.R.	Bob Kesler	P.O. Box 641014 Pullman, WA 99164-1014	335-5262		No
Whitworth College Career Planning & Placement	Debbie Ide	300 W. Hawthorne Rd. Spokane, WA 99251	777-3208		No
SCC Career & Employment (Spokane Community College)	Linda Sue Lambert	1810 N. Greene St. Spokane, WA 99207-5399	533-7249		No
WSAB	Email:	sandiewsab@earthlink.net			No
OAB	Email:	theoab@theoab.org			No
Spokesman Review	Jacque Mencke	999 W. Riverside Spokane, WA 99210	459-5130	1	No
Yakima Herald – Republic	EMAIL	classads@yakima- herald.com			No
Tri-City Herald	Kris	commclassads@tri- cityherald.com	(800) 874-0445		No
SCC Job Fair				1	No
Internal KAYU Website				2	No

5.9) Job Title: New Media Specialist**Referral Source(s) of Hiree: Internal**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AARP/Senior Community Emp	Steve Rider	1801 W. Broadway Suite 110 B Spokane, WA 99201-1874	325-7712		No
EWU Dept. of Electronic Media & Film	Pam Bumpas	104 RTV Cheney, WA 99004	359-6390		No
Northeast Community Center	Jean Farmer	4001 N. Cook St. Spokane, WA 99207	487-1603		No
Career Connections	Karen	421 N. Mullan Rd. Spokane, WA 99212	928-0423		No
Institute for Extended Learning	Dawn Hitchens	3305 W. Ft. George Wright Dr. , MS-3090 Spokane, WA 99224	279-6000		No
University of Oregon	Bill Morrill	1275 Eugene, OR 97403	541-346-2171		No
Martin Luther King, Jr. Family Outreach	Gladys Carillo	845 S. Sherman Spokane, WA 99202	455-8722		No
YWCA	Sharon Durkin	829 W. Broadway Spokane, WA 99201	326-1190		No
EWU Woman's Center	Christy Wavada	207 Monroe Hall Eastern WA University Cheney, WA 99004-2428	359-2847		No
Work Source Spokane	Dan Lambert	130 S. Arthur Spokane, WA 99202	532-3075		No
Career Path Services	Tim Robison	905 N. Washington #300 Spokane, WA 99201	326-7520		No
WSU Spokane H.R.	Diane Wick	P.O. Box 1495 Spokane, WA 99210-1495	358-7553		No
WCCDA	Candice Drohan	1603 N. Belt Spokane, WA 99205	326-9540		No
Gonzaga University Career Center	Janelle Axtell	MSC 2462 E. 502 Boone Ave. Spokane, WA 99258	323-4234		No
L.D.S. Employment Office	Sherrie Hibberd	200 North Mullan, Ste. 220 Spokane, WA 99206	928-2534		No

5.9) Job Title: New Media Specialist (cont)**Referral Source(s) of Hiree:**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Job Resource Center	Receptionist	905 W. Riverside Suite #507 Spokane, WA 99201	747-3071		No
EWU African American Education Program	Nancy Fletcher	Isle Hall, Room 216 Cheney, WA 99004-2420	359-2205		No
EWU Career Services	Bernadette Struck	Rm 115 Showalter Hall Cheney, WA 99004	359-2221		No
SL Start	Denise Jones	25 W. Nora Ave. PO Box 5397 Spokane, WA 99205	328-2740		No
ITT Technical Institute	Juliana Anderson	13518 East Indiana Avenue Spokane Valley, WA 99216-1589	926-2900		No
Spokane Falls Comm. College	Penny Butters	3410 W Fort George Wright Dr. Spokane, WA 99224	533-3545		No
WSU Spokane H.R.	Bob Kesler	P.O. Box 641014 Pullman, WA 99164-1014	335-5262		No
Whitworth College Career Planning & Placement	Debbie Ide	300 W. Hawthorne Rd. Spokane, WA 99251	777-3208		No
SCC Career & Employment (Spokane Community College)	Linda Sue Lambert	1810 N. Greene St. Spokane, WA 99207-5399	533-7249		No
WSAB	Sandi Maki	sandiewsab@earthlink.net	360+705-0774		No
OAB	Receptionist	theoab@theoab.org	503-543-2299		No
Spokesman Review	Jacque Mencke	999 W. Riverside Spokane, WA 99210	459-5130	1	No
Yakima Herald – Republic	EMAIL	classads@yakima- herald.com	(800) 343-2799		No
Tri-City Herald	Kris	commclassads@tri- cityherald.com	(800) 874-0445		No
Internal KAYU Website	Hiring Manager	4600 S. Regal St. Spokane WA 99223	448-2828	1	No

5.10) Job Title: Promotion Assistant

Referral Source(s) of Hiree: Spokesman-Review

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AARP/Senior Community Emp	Steve Rider	1801 W. Broadway Suite 110 B Spokane, WA 99201-1874	325-7712		No
EWU Dept. of Electronic Media & Film	Pam Bumpas	104 RTV Cheney, WA 99004	359-6390		No
Northeast Community Center	Jean Farmer	4001 N. Cook St. Spokane, WA 99207	487-1603		No
Career Connections	Karen	421 N. Mullan Rd. Spokane, WA 99212	928-0423		No
Institute for Extended Learning	Dawn Hitchens	3305 W. Ft. George Wright Dr. , MS-3090 Spokane, WA 99224	279-6000		No
University of Oregon	Bill Morrill	1275 Eugene, OR 97403	541-346-2171		No
Martin Luther King, Jr. Family Outreach	Gladys Carillo	845 S. Sherman Spokane, WA 99202	455-8722		No
YWCA	Sharon Durkin	829 W. Broadway Spokane, WA 99201	326-1190		No
EWU Woman's Center	Christy Wavada	207 Monroe Hall Eastern WA University Cheney, WA 99004-2428	359-2847		No
Work Source Spokane	Dan Lambert	130 S. Arthur Spokane, WA 99202	532-3075		No
Career Path Services	Tim Robison	905 N. Washington #300 Spokane, WA 99201	326-7520		No
WSU Spokane H.R.	Diane Wick	P.O. Box 1495 Spokane, WA 99210-1495	358-7553		No
WCCDA	Candice Drohan	1603 N. Belt Spokane, WA 99205	326-9540		No
Gonzaga University Career Center	Janelle Axtell	MSC 2462 E. 502 Boone Ave. Spokane, WA 99258	323-4234		No
L.D.S. Employment Office	Sherrie Hibberd	200 North Mullan, Ste. 220 Spokane, WA 99206	928-2534		No

5.10) Job Title: Promotion Assistant (cont)**Referral Source(s) of Hiree:**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Job Resource Center	Receptionist	905 W. Riverside Suite #507 Spokane, WA 99201	747-3071		No
EWU African American Education Program	Nancy Fletcher	Isle Hall, Room 216 Cheney, WA 99004-2420	359-2205		No
EWU Career Services	Bernadette Struck	Rm 115 Showalter Hall Cheney, WA 99004	359-2221		No
SL Start	Denise Jones	25 W. Nora Ave. PO Box 5397 Spokane, WA 99205	328-2740		No
ITT Technical Institute	Juliana Anderson	13518 East Indiana Avenue Spokane Valley, WA 99216-1589	926-2900		No
Spokane Falls Comm. College	Penny Butters	3410 W Fort George Wright Dr. Spokane, WA 99224	533-3545		No
WSU Spokane H.R.	Bob Kesler	P.O. Box 641014 Pullman, WA 99164-1014	335-5262		No
Whitworth College Career Planning & Placement	Debbie Ide	300 W. Hawthorne Rd. Spokane, WA 99251	777-3208		No
SCC Career & Employment (Spokane Community College)	Linda Sue Lambert	1810 N. Greene St. Spokane, WA 99207-5399	533-7249		No
WSAB	Sandi Maki	sandiewsab@earthlink.net	360-705-0774		No
OAB	Receptionist	theoab@theoab.org	503-443-2299		No
Spokesman Review	Jacque Mencke	999 W. Riverside Spokane, WA 99210	459-5130	3	No
Yakima Herald – Republic	EMAIL	classads@yakima- herald.com			No
Tri-City Herald	Receptionist	commclassads@tri- cityherald.com	(800) 874-0445		No
Cold Call	Receptionist	4600 S Regal St Spokane WA 99223	448-2828	1	No
Internal KAYU Website	Hiring Manager	4600 S. Regal St Spokane WA 99223	448-2828		No