

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period September 22, 2008 – September 21, 2009.

1) **Employment Unit: KAYU-TV**

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

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: Susan Fuller
	E-mail Address: susan.fuller@kayutv.com

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

Job Title	Recruitment Source Referring Hiree
1. Maintenance Engineer	Word of mouth
2. Account Executive	Internal referral
3. Traffic Continuity Assistant	Internal referral
4. Assistant Business Manager	Internal referral

5) 1) Job Title: Maintenance Engineer

Referral Source(s) of Hiree: Word of mouth

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Hispanic Asian (AHANA)	Ben Cabildo	25 W. Main St. Spokane, WA 99210	509-838-1881	0	no
American Association of Retired Persons (AARP)	Pat Needles	pneedles@esd.wa.gov	509-532-3110	0	no
Career Connections	Christy Shelly	421 N. Mullan Rd Spokane, WA 99210	509-928-0423	0	no
Career Path Services	Rhonda Rohrbach	905 N. Washington Suite #300 Spokane, WA 99210	509-326-7520	0	no
Craig's List		Craigslist.com		0	no
Eastern WA University Career Services	Bob Hille	Room 115 Showalter Hall Cheney, WA 99004-2428	509-359-2221	0	no
Gonzaga University Career Services		MSC 2462 502 E Boone Spokane, WA 99258	509-323-4234	0	no
Humanix	Leesa Braun	15920 E. Indiana Ave. Suite 200 Spokane Valley, WA 99216	509-467-0062	0	no
Institute for Extended Learning	Dawn Hitchens	3305 W. Ft. Wright Dr. MS-3090 Spokane, WA 99204	509-279-6061	0	no
ITT Technical Institute	Sandy Burda	13518 E Indiana Ave. Spokane Valley, WA 99216	509-526-2900	0	yes
Job Resource Center	Judy Van Dyke	905 W. Riverside Spokane, WA 99210	509-747-3071	0	no
Martin Luther King, Jr. Family Outreach Center	Bob McNichol	845 S. Sherman Spokane, WA 99206-2405	509-487-1603	0	no
Northeast Community Center	Jean Farmer	4001 N. Cook St. Spokane, WA 99206-2405	509-487-1603	0	no
Society of Broadcast Engineers	Jim Dalke	P.O. Box 6016 Bellevue, WA 98008	206-660-3119	0	no
Spokane Community College	Linda Sue Lambert	1810 N. Greene St. Spokane, WA 99207-5399	509-533-7249	0	no
Spokane Falls Community College	Mary Crouse	3410 W. Ft. Wright Dr. MS-3174 Spokane, WA 99204	509-533-3545	0	no
Washington State	Sandie	724 Columbia St. N.W.	360-705-0774	0	no

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Association of Broadcasters		Olympia, WA 98501-1249			
Whitworth University Career Center	Debbie Ide	300 W. Hawthorne Rd. Spokane, WA 99251	509-777-3208	0	no
Word of mouth referral				2	no

2) Job Title: Account Executive

Referral Source(s) of Hire: Internal referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Hispanic Asian (AHANA)	Ben Cabildo	25 W. Main St. Spokane, WA 99210	509-838-1881	0	no
American Association of Retired Persons (AARP)	Pat Needles	pneedles@esd.wa.gov	509-532-3110	0	no
Career Connections	Christy Shelly	421 N. Mullan Rd Spokane, WA 99210	509-928-0423	0	no
Career Path Services	Rhonda Rohrbach	905 N. Washington Suite #300 Spokane, WA 99210	509-326-7520	0	no
Craig's List		Craigslist.com		7	no
Eastern WA University Career Services	Bob Hille	Room 115 Showalter Hall Cheney, WA 99004-2428	509-359-2221	0	no
Gonzaga University Career Services		MSC 2462 502 E Boone Spokane, WA 99258	509-323-4234	0	no
Humanix	Leesa Braun	15920 E. Indiana Ave. Suite 200 Spokane Valley, WA 99216	509-467-0062	0	no
Internal KAYU website	Jon Rand	Myfoxspokane.com	509-448-2828	1	no
ITT Technical Institute	Sandy Burda	13518 E Indiana Ave. Spokane Valley, WA 99216	509-526-2900	0	yes
Job Resource Center	Judy Van Dyke	905 W. Riverside Spokane, WA 99210	509-747-3071	0	no
Martin Luther King, Jr. Family Outreach Center	Bob McNichol	845 S. Sherman Spokane, WA 99206-2405	509-487-1603	0	no
Northeast Community Center	Jean Farmer	4001 N. Cook St. Spokane, WA 99206-2405	509-487-1603	0	no
SL Starts Projects with Industry (voc rehab)	Denise Jones	25 W. Nora Ave Spokane, WA 99205	509-328-2740	0	yes

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Spokane Community College	Linda Sue Lambert	1810 N. Greene St. Spokane, WA 99207-5399	509-533-7249	0	no
Spokane Falls Community College	Mary Crouse	3410 W. Ft. Wright Dr. MS-3174 Spokane, WA 99204	509-533-3545	0	no
Washington State Association of Broadcasters	Sandie	724 Columbia St. N.W. Olympia, WA 98501-1249	360-705-0774	0	no
Whitworth University Career Center	Debbie Ide	300 W. Hawthorne Rd. Spokane, WA 99251	509-777-3208	0	no
YWCA Job Placement	Sharon Durlin	829 W. Broadway Spokane, WA 99201	509-326-1190	0	no

3) Job Title: Traffic Continuity Assistant

Referral Source(s) of Hire: Internal referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Hispanic Asian (AHANA)	Ben Cabildo	25 W. Main St. Spokane, WA 99210	509-838-1881	0	no
American Association of Retired Persons (AARP)	Pat Needles	pneedles@esd.wa.gov	509-532-3110	0	no
Career Connections	Christy Shelly	421 N. Mullan Rd Spokane, WA 99210	509-928-0423	0	no
Career Path Services	Rhonda Rohrbach	905 N. Washington Suite #300 Spokane, WA 99210	509-326-7520	0	no
Craig's List		Craigslist.com			no
Eastern WA University Career Services	Bob Hille	Room 115 Showalter Hall Cheney, WA 99004-2428	509-359-2221	0	no
Gonzaga University Career Services		MSC 2462 502 E Boone Spokane, WA 99258	509-323-4234	0	no
Humanix	Leesa Braun	15920 E. Indiana Ave. Suite 200 Spokane Valley, WA 99216	509-467-0062	0	no
Internal KAYU website	Robin Lenell	Myfoxspokane.com	509-448-2828	3	no
ITT Technical Institute	Sandy Burda	13518 E Indiana Ave. Spokane Valley, WA 99216	509-526-2900	0	yes
Job Resource Center	Judy Van Dyke	905 W. Riverside Spokane, WA 99210	509-747-3071	0	no
Martin Luther King, Jr.	Bob McNichol	845 S. Sherman	509-487-1603	0	no

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Family Outreach Center		Spokane, WA 99206-2405			
Northeast Community Center	Jean Farmer	4001 N. Cook St. Spokane, WA 99206-2405	509-487-1603	0	no
SL Starts Projects with Industry (voc rehab)	Denise Jones	25 W. Nora Ave Spokane, WA 99205	509-328-2740	0	yes
Spokane Community College	Linda Sue Lambert	1810 N. Greene St. Spokane, WA 99207-5399	509-533-7249	0	no
Spokane Falls Community College	Mary Crouse	3410 W. Ft. Wright Dr. MS-3174 Spokane, WA 99204	509-533-3545	0	no
Washington State Association of Broadcasters	Sandie	724 Columbia St. N.W. Olympia, WA 98501-1249	360-705-0774	0	no
Whitworth University Career Center	Debbie Ide	300 W. Hawthorne Rd. Spokane, WA 99251	509-777-3208	0	no
YWCA Job Placement	Sharon Durlin	829 W. Broadway Spokane, WA 99201	509-326-1190	0	no

4) Job Title: Assistant Business Manager

Referral Source(s) of Hiree: Internal referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Hispanic Asian (AHANA)	Ben Cabildo	25 W. Main St. Spokane, WA 99210	509-838-1881	0	no
American Association of Retired Persons (AARP)	Pat Needles	pneedles@esd.wa.gov	509-532-3110	0	no
Career Connections	Christy Shelly	421 N. Mullan Rd Spokane, WA 99210	509-928-0423	0	no
Career Path Services	Rhonda Rohrbach	905 N. Washington Suite #300 Spokane, WA 99210	509-326-7520	0	no
Craig's List		Craigslist.com		0	no
Eastern WA University Career Services	Bob Hille	Room 115 Showalter Hall Cheney, WA 99004-2428	509-359-2221	0	no
Gonzaga University Career Services		MSC 2462 502 E Boone Spokane, WA 99258	509-323-4234	0	no
Humanix	Leesa Braun	15920 E. Indiana Ave. Suite 200 Spokane Valley, WA 99216	509-467-0062	0	no
Internal	Lowell Pederson	Myfoxspokane.com	509-448-2828	1	no

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KAYU Website					
ITT Technical Institute	Sandy Burda	13518 E Indiana Ave. Spokane Valley, WA 99216	509-526-2900	0	yes
Job Resource Center	Judy Van Dyke	905 W. Riverside Spokane, WA 99210	509-747-3071	0	no
Martin Luther King, Jr. Family Outreach Center	Bob McNichol	845 S. Sherman Spokane, WA 99206-2405	509-487-1603	0	no
Northeast Community Center	Jean Farmer	4001 N. Cook St. Spokane, WA 99206-2405	509-487-1603	0	no
SL Starts Projects with Industry (voc rehab)	Denise Jones	25 W. Nora Ave Spokane, WA 99205	509-328-2740	0	yes
Spokane Community College	Linda Sue Lambert	1810 N. Greene St. Spokane, WA 99207-5399	509-533-7249	0	no
Spokane Falls Community College	Mary Crouse	3410 W. Ft. Wright Dr. MS-3174 Spokane, WA 99204	509-533-3545	0	no
Washington State Association of Broadcasters	Sandie	724 Columbia St. N.W. Olympia, WA 98501-1249	360-705-0774	0	no
Whitworth University Career Center	Debbie Ide	300 W. Hawthorne Rd. Spokane, WA 99251	509-777-3208	0	no
YWCA Job Placement	Sharon Durlin	829 W. Broadway Spokane, WA 99201	509-326-1190	0	no

6) **Total # of Interviewees Referred:** For the period from September 22, 2008, through September 21, 2009, this Employment Unit interviewed 14 interviewees for four 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 Career Fairs

- **Career Expo of the Palouse** is a joint venture between Washington State University and University of Idaho. The Local Sales Manager and National Sales Manager participated in the career fair on October 8, 2008 in Beasley Coliseum on the Washington State University's Pullman campus. 1400 students attended.
- **All Business**, Eastern Washington University's College of Business and Public Administration Career and Internship Recruitment Fair, was held at the Riverpoint Campus in Spokane on November 5, 2008 from 4:00-7:00pm. The Programming and Operations Manager and Local Sales Manager attended the event. 85 students attended.
- The employment unit participated in the 15th Annual **Career Fair '09** at the Spokane Convention Center on February 25, 2009 from 1:00-5:00pm. Area universities (Eastern Washington University, Washington State University, Whitworth University, and Gonzaga University) organized this event for their junior and senior students. The Programming and Operations Director and Production Manager represented the employment unit. Numerous participants discussed career opportunities and internship programs. 800-1000 students attended.

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(b) Initiative: Participation in Events Sponsored by Community Organizations

- The General Manager of the employment unit traveled to Keller, Washington on October 13, 2008 to address the transition from analog to digital television. After presenting information to the Colville Indian Tribe, a question and answer period followed. Many questions, answers and discussions concerned job opportunities in broadcasting.

(c) Initiative: Participation in Educational Outreach Opportunities

- The Promotions Coordinator hosted a student from Northwood Middle School who shadowed her on June 11, 2009 and learned about how the station operates. The student created a television ID as part of her day, including writing it and preparing its voice over.
- An Account Executive hosted a student from Lewis and Clark High School who shadowed her in December 2008. The student spent the day learning about how the various positions at the station work to put local broadcasts on the air.
- The National Sales Assistant hosted a marketing student from Gonzaga University in March 2009. The student followed the National Sales Assistant and learned the many technical details required in her job. The student then visited the Sales department to learn creative aspects of broadcast sales.
- The station engineer hosted three Film and Electronics students from University of Phoenix who shadowed him on January 8 and 9, 2009.
- The station engineer spoke to a class of college students at University of Phoenix on September 4, 2009 about internship opportunities in broadcasting.
- The Programming and Operations Manager is on the Advisory Board of ITT Technical Institute. The board meets quarterly and discusses curriculum, internship opportunities and specific potential employment needs.

(d) Initiative: Participation in Scholarship Programs

- Part of the employment unit's membership dues for Washington State Association of Broadcasters goes toward scholarships granted to students studying broadcasting.
- The employment unit's engineer contributed to Eastern Washington University's Film and Electronics Scholarship.