

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):** **KFFX TV FOX 11**
Pendleton, Oregon

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

Mailing Address: KFFX TV FOX 11 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. Local Account Executive	Referral
2. Local Account Executive	Referral
3. Local Account Executive	Tri-City Herald
4. Sales Administrative Assistant	Tri-City Herald

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, 2004 – September 21, 2005, this Employment Unit interviewed 27 interviewees for full-time job vacancies.

Station KFFX TV is an Equal Opportunity Employer.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Participated in a Job Fair

KFFX TV FOX 11 participated in the Fall 2004 Career Expo at Beasley Coliseum on the campus of Washington State University in Pullman, Washington. The Career Expo was attended by our Promotions Director and an Account Executive. These two station personnel with substantial responsibility in the making of hiring decisions posted current job openings and distributed job descriptions. They also accepted resumes and answered questions concerning careers in broadcasting.

(b) Initiative: Participated in a Job Fair

KFFX TV FOX 11 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. KFFX'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: Participated in an event sponsored by an educational institution.

The Director of Operations and Programming participated in ITT Technical's annual outreach program. The outreach program was attended by administrators, instructors and students with interests in technical and broadcasting careers. The emphasis of the program was to provide information on career opportunities and awareness.

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

The KFFX General Manager spoke to a Broadcast Management class at Washington State University campus on April 7, 2005 about careers in broadcasting.

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

A KAYU/KFFX Director of Programming & Operations 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.

A KAYU/KFFX Production Manager has assumed a part-time faculty position at ITT Technical and is teaching students Multimedia graphics and animation skills.