

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): KFFX FOX 11
Pendleton, Oregon**

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

Mailing Address: KFFX 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. New Business Associate	Internal referral
2. Local Sales Manager	Internal referral
3. Account Executive	Internal referral

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 15 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

KFFX TV FOX 11 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. KYU's General Sales Manager and Director of Operations & Programming 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.

(b) 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.

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

The KFFX General Manager participated in the Edward R. Murrow Symposium held on the Washington State University campus on April 18, 2006

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

KFFX FOX 11 General Manager was asked to speak to a Broadcast Management class at Washington State University campus on January 26, 2006.

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

KFFX TV FOX 11 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, 2007. 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.

(f) 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.