

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: KFFX-TV**

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

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

Mailing Address: KFFX-TV 4600 S 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. Office Manager	Tri-City Herald

KFFX-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 7 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Initiative: : Participated in a Job Fair

KFFX 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. KFFX 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.

(b) Initiative: Established an Internship Program

In 2001, KFFX 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 broadcasting and/or journalism. KFFX'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

- 1. Advisory Board of ITT Institute in Spokane** KFFX 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/ student contact – Washington State University** KFFX 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. Project Advisor to WSU student projects** KFFX 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. Two of the students were also considered as potential applicants for positions in KFFX 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** KFFX General 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 of careers in broadcasting or journalism. Therefore, a presence at the Symposium results in interest by the students for careers in broadcasting with our company.