

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period September 22, 2007 through September 21, 2008.

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

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

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

|   |   |
|---|---|
| Mailing Address:<br><br>KFFX-TV<br>4600 S Regal<br>Spokane WA 99223 | Telephone Number:<br>509-448-2828                           |
|   | Contact Person/Title:<br>Lowell Pederson – Business Manager |
|   | E-mail Address:<br>lowellp@kayutv.com                       |

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

| <b>Job Title</b>     | <b>Recruitment Source Referring Hiree</b> |
|----------------------|---|
| 1. Account Executive | Internal                                  |
| 2. Account Executive | Internal                                  |
| 3. Account Executive | Internal                                  |

**KFFX-TV is an Equal Opportunity Employer**

**5.1) Job Title: Account Executive****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) |
|---|------------------|---|-------------------|----------------------------|--|
| KFFX TV FOX 11                                    | Glenn Rausch     | 2509 Falls Ave.<br>Kennewick WA 99336                                 | 509-735-1700      | 1                          | No   |
| Tri-City Herald                                   | Laura Sand       | PO Box 2608<br>107 N. Cascade<br>Kennewick WA 99336                   | 509-582-1550      |                            | No   |
| Work Source                                       | Matt Redden      | 815 N. Kellogg, Suite #D<br>Kennewick, WA 99335                       | 509-734-5900      |                            | No   |
| Columbian Basin College                           | Theo Dobie       | 2600 N. 20 <sup>th</sup> Ave<br>Pasco, WA 99301                       | 509-547-0511      |                            | No   |
| Washington State University, Tri-Cities           | Marjorie Seipt   | 2710 University Dr.<br>Richland WA 99352                              | 509-372-7351      |                            | No   |
| Walla Walla College                               | Nelle Cornelison | 204 S. College Place Ave.<br>College Place, WA 99324                  | 509-527-2615      |                            | No   |
| Whitman College                                   | Susan Buchanan   | 280 Boyer Ave.<br>Reid Campus Center, RM 219<br>Walla Walla, WA 99362 | 509-577-5965      |                            | No   |
| Walla Walla Community College                     | Joe Young        | 500 Tausick Way, RM 71<br>Walla Walla, WA 99362                       | 509-527-4294      |                            | No   |

**5.2) Job Title: Account Executive****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) |
|---|------------------|---|-------------------|----------------------------|--|
| KFFX TV FOX 11                                    | Glenn Rausch     | 2509 Falls Ave.<br>Kennewick WA 99336                                 | 509-735-1700      | 2                          | No   |
| Tri-City Herald                                   | Laura Sand       | PO Box 2608<br>107 N. Cascade<br>Kennewick WA 99336                   | 509-582-1550      |                            | No   |
| Work Source                                       | Matt Redden      | 815 N. Kellogg, Suite #D<br>Kennewick, WA 99335                       | 509-734-5900      |                            | No   |
| Columbian Basin College                           | Theo Dobie       | 2600 N. 20 <sup>th</sup> Ave<br>Pasco, WA 99301                       | 509-547-0511      |                            | No   |
| Washington State University, Tri-Cities           | Marjorie Seipt   | 2710 University Dr.<br>Richland WA 99352                              | 509-372-7351      |                            | No   |
| Walla Walla College                               | Nelle Cornelison | 204 S. College Place Ave.<br>College Place, WA 99324                  | 509-527-2615      |                            | No   |
| Whitman College                                   | Susan Buchanan   | 280 Boyer Ave.<br>Reid Campus Center, RM 219<br>Walla Walla, WA 99362 | 509-577-5965      |                            | No   |
| Walla Walla Community College                     | Joe Young        | 500 Tausick Way, RM 71<br>Walla Walla, WA 99362                       | 509-527-4294      |                            | No   |

**5.3) Job Title: Account Executive****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) |
|---|------------------|---|-------------------|----------------------------|--|
| KFFX TV FOX 11                                    | Glenn Rausch     | 2509 Falls Ave.<br>Kennewick WA 99336                                 | 509-735-1700      | 1                          | No   |
| Tri-City Herald                                   | Laura Sand       | PO Box 2608<br>107 N. Cascade<br>Kennewick WA 99336                   | 509-582-1550      |                            | No   |
| Work Source                                       | Matt Redden      | 815 N. Kellogg, Suite #D<br>Kennewick, WA 99335                       | 509-734-5900      |                            | No   |
| Columbian Basin College                           | Theo Dobie       | 2600 N. 20 <sup>th</sup> Ave<br>Pasco, WA 99301                       | 509-547-0511      |                            | No   |
| Washington State University, Tri-Cities           | Marjorie Seipt   | 2710 University Dr.<br>Richland WA 99352                              | 509-372-7351      |                            | No   |
| Walla Walla College                               | Nelle Cornelison | 204 S. College Place Ave.<br>College Place, WA 99324                  | 509-527-2615      |                            | No   |
| Whitman College                                   | Susan Buchanan   | 280 Boyer Ave.<br>Reid Campus Center, RM 219<br>Walla Walla, WA 99362 | 509-577-5965      |                            | No   |
| Walla Walla Community College                     | Joe Young        | 500 Tausick Way, RM 71<br>Walla Walla, WA 99362                       | 509-527-4294      |                            | No   |

**6) Total # of Interviewees Referred:** For the period from September 22, 2007 through September 21, 2008, this Employment Unit interviewed 4 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. KFFX was a participant in the Fall Career Expo of the Palouse on October 2, 2007, sponsored by Washington State University and the University of Idaho. The expo was held at the Beasley Coliseum on Washington State University campus in Pullman, Washington. KFFX'S Programming & Operations Manager, who has substantial responsibilities in the making of hiring decisions, was an active participant in the career expo.

**(b) Initiative: Internship Program**

In 2001, KFFX maintained 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. 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: Station participated in the Edward R. Murrow Symposium at Washington State University School of Communication.**

KFFX's General Manager participated in two speaker panels at the April 3<sup>rd</sup> Edward R. Murrow Symposium on the campus of WSU. A majority of students involved in the Murrow School 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