

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period September 22, 2016 – September 21, 2017.

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

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

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

Mailing Address: 4600 S REGAL ST SPOKANE WA 99223	Telephone Number: 509-448-2828
	Contact Person/Title: Denis Bondarev/ Assistant Business Manager
	E-mail Address: Denis.bondarev@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. Traffic Assistant Continuity	Internal
2. Building Maintenance Tech	Word of Mouth
3. Producer Director	Indeed
4. Traffic Assistant	Indeed
5. Digital Specialist	Previous contractor
6. General Sales Manager	word of mouth
7. Assistant Business Manager	word of mouth/exigent circumstances

**Job Title: Traffic Assistant Continuity      Referral Source of Hire: In house**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Craig's List		Craigslis.com			No
FOX 28 Facebook Page	Promotions	www.facebook.com/fox28spokane	509.448.2828		No
Hankshake		Handshake.com Portal for postings to Gonzaga, Washington State University Eastern Washington University			No
Internal Posting			509.448.2828	1	No
KAYU/KCYU/KFFX Websites		Myfoxspokane.com Myfoxyakima.com Myfoxtricies.com			No
Spokane Falls Community College		careers@spokanefalls.edu  studentemployment@spokanefalls.edu			No
Word of Mouth/Referral					No
WorkSource Spokane		Worksource.com			No
Indeed		Indeed.com		5	No

**Job Title: Building Maintenance Tech      Referral Source 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)
Craig's List		Craigslis.com			No
Hankshake		Handshake.com Portal for postings to Gonzaga, Washington State University Eastern Washington University			No
Internal Posting			509.448.2828		No
KAYU/KCYU/KFFX Websites		Myfoxspokane.com Myfoxyakima.com Myfoxtricity.com			No
Word of Mouth/Referral				2	No
WorkSource Spokane		Worksource.com			No
Indeed		Indeed.com		3	No

**Job Title: Producer Director      Referral Source of Hiree: Indeed**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Craig's List		Craigslis.com			No
FOX 28 Facebook Page	Promotions	www.facebook.com/fox28spokane	509.448.2828		No
Hankshake		Handshake.com Portal for postings to Gonzaga, Washington State University Eastern Washington University			No
Internal Posting			509.448.2828		No
KAYU/KCYU/KFFX Websites		Myfoxspokane.com Myfoxyakima.com Myfoxtricies.com			No
Spokane Falls Community College		careers@spokanefalls.edu  studentemployment@spokanefalls.edu			No
Word of Mouth/Referral				1	No
WorkSource Spokane		Worksource.com			No
Indeed		Indeed.com		2	No

**Job Title: Traffic Assistant    Referral Source of Hiree: Indeed**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Craig's List		Craigslis.com			No
Hankshake		Handshake.com Portal for postings to Gonzaga, Washington State University Eastern Washington University			No
Internal Posting			509.448.2828		No
KAYU/KCYU/KFFX Websites		Myfoxspokane.com Myfoxyakima.com Myfoxtricity.com			No
Word of Mouth/Referral					No
WorkSource Spokane		Worksource.com			No
Indeed		Indeed.com		4	No

**Job Title: Digital Specialist****Referral Source of Hiree: Previous Contractor**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Craig's List		Craigslist.com		1	No
FOX 28 Facebook Page	Promotions	www.facebook.com/fox28spokane	509.448.2828		No
Internal Posting			509.448.2828		No
KAYU/KCYU/KFFX Websites		Myfoxspokane.com Myfoxyakima.com Myfoxtricity.com			No
Word of Mouth/Referral				1	No
WorkSource Spokane		Worksource.com			No
Indeed		Indeed.com		2	No

**Job Title: General Sales Manager      Referral Source of Hiree: Personal Network**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting			509.448.2828	1	No
KAYU/KCYU/KFFX Websites		Myfoxspokane.com Myfoxyakima.com Myfoxtricity.com			No
Word of Mouth/Referral				4	No

**Job Title: Assistant Business Manager      Referral Source of Hiree: Word of mouth/Exigent Circumstances**

*{00114496;v1}Station KAYU-TV is an Equal Opportunity Employer.*

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting			509.448.2828		No
Word of Mouth/Referral				1	No

**6) Total Number of Interviewees Referred:** For the period September 22, 2016 – September 21, 2017 this employment unit interviewed 28 individuals for the above 7 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: Participation in scholarship programs.**

- Part of this employment unit's membership dues to the Washington State Association of Broadcasters goes towards scholarships granted to student studying broadcasting.

**b) Initiative: Participation in Career Fair**

- On February 23<sup>rd</sup>, this employment unit sent the Promotions manager (KAYU,KCYU,KFFX) and the Social media coordinator to Pasadena Elementary School. During this career fair, the children were educated on how broadcast television works, as well as the different departments that could be found in a television station.

**c) Initiative: Participation on various educational boards**

- This employment unit's Local Sales Manager served on committees for 4 Spokane Valley School Districts. His responsibilities on these committees include creation of new programs that help students prepare for technical degrees (biotechnology, communications, information technology) that will help them enter the broadcasting industry.
- As well as creating new programs, the Career and Technical Education committee attends various CTE events and new school openings.
- These committees meet 8 times a year in September, November, February, and May.

**d) Initiative: Listing full time positions in various job banks**

- This Employment Unit takes very seriously its outreach to women and minorities, and because of this, each full-time position opening is widely distributed to regional and/or national career organizations as they apply to the position.

**e) Initiative: Other outreach activities**

- Once again, this employment unit partnered with the Greater Spokane League and local high schools to produce "This Week In High School Sports", a weekly television show created by high school students and aired on the employment unit's station.