

September 29, 2017

**KXLY 4.1, KXLY 4.2, KXLY 4.3, KXLY AM, KXLY FM, KHTQ FM, KZZU FM,
KEZE FM, KVNI AM, and KXLX AM
2016 – 2017 ANNUAL EEO PUBLIC FILE REPORT**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KXLY 4.1, KXLY 4.2, KXLY 4.3, KXLY AM, KXLY FM, KHTQ FM, KZZU FM, KEZE FM, KVNI AM, and KXLX AM and is required to be placed in the public inspection files of these stations and posted on their websites.

The information contained in this report covers the time period beginning October 1, 2016 – September 30, 2017 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for all full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC Rules.

For the purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

**2017 EEO Public File Report
October 1, 2016– September 30, 2017**

| Job Title | Date Position Filled | Recruitment Sources Used | Hire Source | Referral Sources of Interviewees | # of Interviews |
|---|----------------------|--------------------------------------|--|--|-----------------|
| <u>Weekend Anchor/MMJ*</u> Weekend Anchor/MMJ* | 10/1/16 10/8/16 | EEO Recruiter List | Internal applicant (promotion) KXLY.com | Internal applicant – 1 TVjobs.com – 2 KXLY.com - 2 | 5* |
| Digital & Radio Sales AE | 10/10/16 | EEO Recruiter List Spokane MarCom | Employee Referral | Employee Referral – 1 Indeed.com – 2 | 3 |
| <u>Digital & TV AE</u> Digital & TV AE | 10/18/16 11/2/16 | EEO Recruiter List Spokane MarCom | Indeed.com KXLY.com | Indeed.com – 6 KXLY.com – 3 Whitworth – 1 Outside referral - 1 | 11* |
| Radio Admin Assistant | 10/24/16 | EEO Recruiter List Spokane MarCom | Craigslist | Craigslist – 1 Indeed – 2 | 3 |
| News Producer | 10/25/16 | EEO Recruiter List | KXLY.com | Internal applicant – 2 KXLY.com – 1 | 3 |
| Executive News Producer | 10/27/16 | EEO Recruiter List | Internal applicant (Promotion) | KXLY.com – 1 LinkedIn – 1 TVJobs.com – 2 Internal applicant – 1 | 5 |
| Digital Sales Specialist | 11/10/16 | EEO Recruiter List Spokane MarCom | Employee Referral | Employee Referral – 2 Craigslist – 1 Indeed.com – 3 | 6 |
| Social Media Producer | 12/2/16 | EEO Recruiter List | Indeed.com | Indeed.com – 2 EWU – 1 KXLY.com – 1 Employee Referral – 1 | 5 |
| KEZE FM On-air Talent | 1/3/17 | EEO Recruiter List RadioInk | Employee Referral | Employee Referral – 1 Internal applicant – 1 KXLY.com – 1 | 3 |
| <u>Digital & TV AE*</u> Digital & TV AE* | 2/1/17 2/17/17 | EEO Recruiter List Spokane MarCom | Internal applicant (promotion) Outside Referral | Outside Referral – 2 Internal applicant - 1 | 3 |
| Digital Content Manager | 2/1/17 | EEO Recruiter List | Internal applicant (promotion) | Internal applicant – 2 | 2 |
| Radio Admin Assistant | 2/15/17 | EEO Recruiter List | Indeed.com | Indeed.com – 2 Outside Referral – 1 | 3 |
| 920 Producer | 2/22/17 | EEO Recruiter List RadioInk | Internal applicant (promotion) | RadioInk – 1 Internal applicant – 1 Employee referral – 1 | 3 |
| Digital Development Specialist | 3/12/17 | EEO Recruiter List Spokane MarCom | Internal applicant (promotion) | Internal applicant – 1 Craigslist – 1 Employee Referral – 1 | 3 |
| Radio General Sales Manager | 3/22/17 | EEO Recruiter List | Employee Referral | Employee referral – 2 Indeed.com – 1 | 3 |
| Weekend Weather Anchor/MMJ | 4/4/17 | EEO Recruiter List | Internal applicant (promotion) | Internal applicant - 1 | 1 |
| Radio Admin Assistant | 4/12/17 | EEO Recruiter List | KXLY.com | KXLY.com – 1 Indeed.com – 9 Employee referral - 1 | 11 |
| Photojournalist/MMJ | 4/12/17 | EEO Recruiter List | Indeed.com | Indeed.com – 2 KXLY.com – 1 | 3 |
| <u>MMJ*</u> MMJ* | 4/7/17 4/14/17 | EEO Recruiter List | KXLY.com WSU | KXLY.com – 2 Indeed.com 1 WSU – 1 | 4* |
| Digital Media Specialist | 4/17/17 | EEO Recruiter List Spokane MarCom | Spokane MarCom | Spokane Marcom – 2 Indeed.com – 4 KXLY.com – 1 Craigslist - 1 | 8 |
| Social Media Producer | 4/18/17 | EEO Recruiter List LinkedIn.com | LinkedIn.com | LinkedIn.com – 1 Employee Referral – 1 Internal applicant – 1 | 3 |

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|---------------------------|---------|--|-----------------------------------|--|----|
| Weeknight Anchor/MMJ | 5/2/17 | EEO Recruiter List | Employer Initiated | Employer initiated – 1 Employee referral – 1 CBK Media Mgmt. – 1 DCA Talent – 1 LornaDave Agency - 1 | 5 |
| Digital & Television AE* | 5/18/17 | EEO Recruiter List | Indeed.com | Indeed.com - 4 | 5* |
| Digital & Television AE * | 5/19/17 | Spokane MarCom | Employee Referral | Employee Referral – 1 | |
| Social Media Producer | 6/1/17 | EEO Recruiter List | Employee Referral | Employee Referral – 1 Worksource – 1 | 2 |
| MMJ* | 6/21/17 | EEO Recruiter List | KXLY.com | Employee Referral - 1 Outside Referral – 1 KXLY.com – 2 | 4* |
| MMJ* | 7/31/17 | | Employee Referral | | |
| Producer (6PM)* | 6/14/17 | EEO Recruiter List | Internal applicant (promotion) | Internal applicant - 3 | 3* |
| Producer (5PM)* | 7/6/17 | | Internal applicant (promotion) | | |
| Digital & Radio AE* | 6/30/17 | EEO Recruiter List LinkedIn Facebook | Employee Referral | Employee Referral - 2 | 2* |
| Digital & Radio AE * | 7/14/17 | | Employee Referral | | |
| National Sales Assistant | 7/19/17 | EEO Recruiter List | Employee Referral | Employee referral – 1 Indeed.com - 4 | 5 |
| Sports Anchor/MMJ | 8/8/17 | EEO Recruiter List | Employee Referral | Employee Referral – 1 KXLY.com – 2 TVjobs.com – 1 Internal applicant – 1 | 5 |
| Local Sales Manager | 9/1/17 | Exigent Circumstances | Internal Promotion | Internal applicant – 1 | 1 |

* Same applicant pool

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| Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Past Year (this will be a raw number): | 123 |
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| Referral Sources | # of Interviewees Referred |
|-------------------------|----------------------------|
| Craigslist | 4 |
| CBK Media Management | 1 |
| DCA Talent | 1 |
| Eastern WA University | 1 |
| Employer Initiated | 1 |
| Indeed.com | 42 |
| KXLY.com | 18 |
| KXLY Employee Referral | 19 |
| KXLY Internal Applicant | 17 |
| LinkedIn | 2 |
| LornaDave Agency | 1 |
| Outside Referral | 5 |
| Radio Ink | 1 |
| Spokane MarCom | 2 |
| TVJobs.com | 5 |
| Whitworth | 1 |
| WorkSource | 1 |
| WSU | 1 |

EEO RECRUITER LIST
10/1/2016– 9/30/2017

| Number | Contact Information | Did source request notification | Notify via: | # of interviewees referred by source |
|--------|---|---------------------------------|-------------|--------------------------------------|
| 1 | AARP Foundation Work Search Sandra Moore Karen Johnson 222 W. Mission Ave., Suite 118 Spokane, WA 99207 Phone: 509-325-7712 Fax: 509-325-7729 Email: sjmoore@aarp.org and kejohnson@aarp.org Website: www.jobsaarp.org | Yes | Email | |
| 2 | Arizona State University Career Center 522 N. Central Ave., Suite 110 Phoenix, AZ 85004-2165 Phone: 602-496-1213 Fax: 602-496-1255 Email: dpccareerservices@asu.edu Website: www.asu.edu | | Website | |
| 3 | Big Bend Community College Bonnie Jeffrey, Career Services Coordinator 7662 Chanute Street NE Moses Lake, WA 98837-3299 Phone: 509-793-2069 Fax: 509-762-2696 Email: bonniej@bigbend.edu Website: www.bigbend.edu | Yes | Email | |
| 4 | Boise State University Career Center 1910 University Drive Boise, ID 83725-1310 Phone: 208-426-1747 Fax: 208-426-3437 Email: career@boisestate.edu Website: http://www.boisestate.edu/ | | Website | |
| 5 | Central Washington University Kristina Paquette – Employer Relations/Events/Marketing Bouillon 206 400 E. University Way Ellensburg, WA 98926-7499 Phone: 509-963-1921 Fax: 509-963-1921 Email: career@cwu.edu Website: http://www.cwu.edu/ | | Website | |

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| 6 | <p>Central Washington University Department of Communication Cynthia Mitchell – Journalism Advisor, The Observer Bouillon 229 400 E. University Way Ellensburg, WA 98926 Phone: 509-963-1063 Email: mitchelc@cwu.edu Website: http://www.cwu.edu/</p> | | Email | |
| 7 | <p>Central Washington University Film and Video Studies Jon Ward – Co-Director of Film and Video Studies OR Liahna Armstrong, Co-Director of Film and Video Studies Bouillon 224 OR L&L 403F 400 E. University Way Ellensburg, WA 98926-7438 Phone: 509-963-2893 509-963-3178 Email: jonward@cwu.edu lotus@cwu.edu Website: http://www.cwu.edu/</p> | | Email | |
| 8 | <p>City of Spokane Civil Service 808 W. Spokane Falls Blvd., 4th Floor Spokane, WA 99201 Phone: 509-625-6160 Fax: 509-625-6077 Email: civilservice@spokanecity.org Website: www.spokanecity.org</p> | | Email | |
| 9 | <p>Collective Talent Michael Bille 1721 Richardson Place Tampa, FL 33606 Phone: 813-254-9695 Email: bille@michaelsmedia.com Website: www.collectivetalent.com</p> | Yes | Email | |
| 10 | <p>Eastern Washington University Career Services Nate Bryant, Employer Relations Mgr. 114 Showalter Hall Cheney, WA 99004-2431 Phone: 509-359-6058 Fax: 509-359-6940 Email: careers@ewu.edu Website: www.ewu-csm.symplicity.com/employers</p> | | Website | |
| 11 | <p>Eastern Washington University African American Education Program Dr. Scott Finnie – Director 204 Monroe Hall Cheney, WA 99004-2420 Phone: 509-359-6152 Email: sfinnie@ewu.edu Website: https://www.ewu.edu/</p> | | Email | |

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| 12 | <p>Eastern Washington University Chicano Education Program Dr. Elisa Facio – Director 203 Monroe Hall Cheney, WA 99004 Phone: 509-359-6146 Email: efacio@ewu.edu Website: https://www.ewu.edu/</p> | | Email | 1 |
| 13 | <p>Eastern Washington University Journalism Program Bill Stimson 526 Fifth St. Cheney, WA 99004 Phone: 509-359-6034 Email: wstimson@ewu.edu Website: www.ewu.edu</p> | Yes | Email | |
| 14 | <p>Eastern Washington University Women's Studies Center – Lisa Logan 207F Monroe Hall Cheney, WA 99004 Phone: 509-359-2898 Email: llogan83@ewu.edu Website: www.ewu.edu</p> | | Email | |
| 15 | <p>ENSO Employment Service Ryan Newell 508 W. 6th Ave., #400 Spokane, WA 99204 Phone: 509-475-5263 Fax: 509-326-8188 Email: ryan@enso.ws Website: www.enso.ws/</p> | Yes | Email | |
| 16 | <p>Gonzaga University Career Center & GAMP Karen Franks-Harding E. 502 Boone Ave. - MSC 2462 Spokane, WA 99258 Phone: 509-313-4234 Fax: 509-313-5872 Email: franks-harding@gonzaga.edu Website: www.zagtrax.net</p> | | Website | |
| 17 | <p>Goodwill Inc. Tammy Bown - Community Employment Job Coach 130 East Third Ave. Spokane, WA 99202 Phone: 509-232-1136 x4445 Fax: 509-444-4371 Email: TammyB@giin.org Website: www.DiscoverGoodwill.org</p> | Yes | Email | |

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| 18 | Greater Spokane Incorporated Nancy Vanni 801 W. Riverside, Suite 100 Spokane, WA 99201 Phone: 509-624-1393 Fax: 509-747-0077 Email: info@greaterspokane.org Website: www.greaterspokane.org | | Website | |
| 19 | Hiring our Heroes 1615 H. Street N.W. Washington, D.C. 20062-2000 Phone: Email: support@myhoh.org Website: www.myhoh.org | | Website | |
| 20 | Idaho Department of Labor 317 W. Main Street Boise, ID 83735 Phone: 208-332-3570 Website: www.labor.idaho.gov | | Website | |
| 21 | Idaho State Association of Broadcasters Connie Searles 1674 W. Hill Road, Suite 3 Boise, ID 83702 Phone: 208-345-3072 Email: isba@qwestoffice.net Website: www.idahobroadcasters.org | | Email | |
| 22 | Idaho State University Career Center Museum Building, Room 418 Campus Stop 8108 Pocatello, ID 83209 Phone: 208-282-2380 Fax: 208-282-4611 Email: careers@isu.edu Website: http://www.isu.edu/ | | Website | |
| 23 | Indeed.com 7501 N. Capital of Texas Highway, Bldg. B Austin, TX 78731 Phone: 800-462-5842 Website: www.indeed.com | | Website | 42 |
| 24 | KAPP TV/KVEW TV Cheryl Sentel P.O. Box 1749 Yakima, WA 98901 Phone: 509-453-0351 Fax: 509-453-3623 Email: cheryls@kapptv.com Website: kapptv.com / kvewtv.com | Yes | Email | |

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| 25 | KXLY Broadcast Group All Employees/Employee Referrals/Internal applicants/Employer initiated 500 West Boone Avenue Spokane, WA 99201 Phone: 509-324-4000 Website: kxly.com | | Email | 37 |
| 26 | KXLY.com 500 West Boone Avenue Spokane, WA 99201 Phone: Website: www.kxly.com | | Website | 18 |
| 27 | Lewis-Clark State College Career & Advising Services Reid Centennial Hall, Room 208 Lewiston, ID 83501 Phone: 208-792-2313 Fax: 208-792-2313 Email: dlybyer@lcsc.edu Website: http://www.lcsc.edu/ | | Website | |
| 28 | Media Match Inc. P.O. Box 48220 Los Angeles, CA 90048 Phone: N/A Email: info@media-match.com Website: www.media-match.com/usa/media | | Website | |
| 29 | Medialine Rich Everitt 1209 Wood Valley Road August, GA 30909 Phone: 706-364-7564 Email: rich@medialine.com Website: www.medialine.com | | Email | |
| 30 | Montana State University Allen Yarnell Center for Student Success 177 Strand Union Building P.O. Box 174180 Bozeman, MT 59717-4180 Phone: 406-994-7627 Fax: 406-994-5488 Email: success@montana.edu Website: http://www.montana.edu/ | | Website | |
| 31 | Morgan Murphy Media - WISC-TV Human Resources Jeff Ver Voort 7025 Raymond Rd. Madison, WI 53719 Phone: 608-277-5142 Fax: 608-278-5568 Email: jvervoort@wisctv.com Website: www.channel3000.com | Yes | Email | |

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| 32 | <p>North Idaho College Career Services Carla Madison 1000 W. Garden Ave. Coeur d'Alene, ID 83814 Phone: 208-625-2364 Fax: 208-769-3292 Email: career@nic.edu Website: www.nic.edu/career</p> | | Website | |
| 33 | <p>Oregon Association of Broadcasters Keith Shipman 13500 SW Pacific Highway, #58-225 Portland, OR 97223 Phone: 503-443-2299 Email: theoab@theoab.org Website: www.theoab.org</p> | | Email | |
| 34 | <p>Oregon State University The Career Development Center Rachel Finch – Employer Relations Manager B008 Kerr Administration Building Corvallis, OR 97331-2127 Phone: 541-737-4085 Fax: 541-737-0532 Email: Career.Services@oregonstate.edu Website: http://oregonstate.edu/</p> | | Website | |
| 35 | <p>QueenB Radio Wisconsin, Inc. Herb Cody 51 Means Drive Platteville, WI 53818 Phone: 608-349-2014 Fax: 608-349-2002 Email: hcody@queenbradio.com</p> | Yes | Email | |
| 36 | <p>QueenB Television, LLC, dba WKBT-TV Marsha Everson 141 S. 6th St. LaCrosse, WI 54601 Phone: 608-782-4678 Fax: 608-782-4674 Email: meverson@wkbt.com Website: www.news8000.com</p> | Yes | Email | |
| 37 | <p>Radio & Television Business Report April McLynn P.O. Box 6633 Woodbridge, VA 22195 Phone: 703-490-3099 Email: aMclynn@rbr.com Website: www.rbr.com</p> | | Website | |

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|----|--|-----|---------|--|
| 38 | Seattle Pacific University Center for Career and Calling Lori Brown – Employer Relations Manager 3307 Third Ave. W., Suite 216 Seattle, WA 98119 Phone: 206-281-2485 Email: spucareercenter@spu.edu Website: http://spu.edu/ | | Website | |
| 39 | SimplyHired.com (through indeed.com) 525 Almanor Ave., Suite 100 Sunnyvale, CA 94085 Phone: 650-254-9000 Fax: 650-254-9001 Email: support@simplyhired.com Website: http://www.simplyhired.com/ | | Website | |
| 40 | Skils-Kin Program Coordinator Amanda Vazquez 4004 E. Boone Avenue Spokane, WA 99202 Phone: 509-326-6760 Fax: 509-327-3316 Email: avazquez@skils-kin.org Website: www.skils-kin.org | Yes | Email | |
| 41 | Specs Howard School of Media Arts Dir. Career Svcs., Nancy Shiner Video Advisor, Tony Sherock Kristin Burns, Dick Kern 19900 W 9 Mile Road #100 Southfield, MI 48075 Phone: 248-358-9000 Email: nshiner@specshoward.edu tsherock@specshoward.edu dkernen@specshoward.edu kburns@specshoward.edu Website: www.specshoward.edu | Yes | Email | |
| 42 | Spokane Community College Workforce Education & Career Services N. 1810 Green St. MS 2063 Spokane, WA 99217 Phone: 509-533-7249 Fax: 509-533-7006 Website: www.scc.spokane.edu | | Website | |
| 43 | Spokane Community College Off Campus Programs Career Transitions Program Denise McKinnon 2917 W. Fort George Wright Dr. Spokane, WA 99224 Phone: 509-279-6039 Fax: 509-279-6070 Email: DeniseMcKinnon@scc.spokane.edu Website: www.iel.spokane.edu | | Email | |

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| 44 | Spokane Craigslist 1381 9 th Ave. San Francisco, CA 94122 Phone: 415-566-6394 Website: www.spokane.craigslist.org | | Website | 4 |
| 45 | Spokane Falls Community College Career & Student Employment Mindy Smith 3410 W. Fort George Wright Drive Spokane, WA 99224 Phone: 509-533-3540 Fax: 509-533-4563 Email: mindy.smith@spokanefalls.edu Website: myinterfase.com/spokanefalls/employer | | Website | |
| 46 | SpokaneHelpWanted.com 11 Abrams Road Central Valley, NY 10917 Phone: 800-365-8630 Email: EmployerSupport@RegionalHelpWanted.com Website: www.spokanehelpwanted.com | | Website | |
| 47 | TheLadders.com 55 Water Street New York, NY 10041 Phone: 1-866-800-4640 Email: help@theladders.com Website: https://www.theladders.com/ | | Website | |
| 48 | TVJobs.com/AMFMJobs.com Mark Holloway PO Box 4116 Oceanside, CA 92052 Phone: 760-754-8177 Fax: 760-754-2115 Email: jobs@tvjobs.com Website: www.tvjobs.com | | Email | 5 |
| 49 | United States Air Force Discovery Center Maureen J. Lebel 4 West Castle Street Fairchild AFB, WA 99011 Phone: 509-247-2246 Fax: 509-247-5099 Email: maureen.lebel@us.af.mil Website: www.fairchildfamilysupport.org | | Email | |
| 50 | University of Idaho Career Services Idaho Commons Room 334 875 Perimeter Dr. MS 2534 Moscow, ID 83844-2534 Phone: 208-885-6121 Fax: 208-885-2816 Email: careerservices@uidaho.edu Website: www.uidaho.edu/career-services Job Board: https://uidaho.joinhandshake.com | | Website | |

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| 51 | University of Montana School of Journalism Denise Dowling 32 Campus Dr., Don Anderson Hall Missoula, MT 59812 Phone: 406-243-4001 Email: denise.dowling@mso.umt.edu Website: www.jour.umt.edu | | Website | |
| 52 | University of Oregon Career Center Employment Services Specialist 1200 University of Oregon Eugene, OR 97403-1200 Phone: 541-346-3214 Fax: 541-346-6038 Email: jobs@uoregon.edu Website: www.uocareer.uoregon.edu | | Website | |
| 53 | University of Washington Office of Minority Affairs Ruth Shigemi Box 355845 Seattle, WA 98195-5845 Phone: 206-221-2842 Fax: 206-543-2746 Email: rshigemi@u.washington.edu Website: www.uw.edu | | Email | |
| 54 | Washington State Assn of Broadcasters Char Myers 724 Columbia St. NW, Suite #310 Olympia, WA 98501 Phone: 360-705-0774 Fax: 360-705-0873 Email: wsabjobbank@comcast.net Website: www.wsab.org | | Email | |
| 55 | Washington State Commission on Hispanic Affairs P.O. Box 40924 Olympia, WA 98504 Phone: 360-725-5661 Email: hispanic@cha.wa.gov Website: http://cha.wa.gov/ | | Email | |
| 56 | Washington State University Academic Success and Career Services P.O. Box 641061 Pullman, WA 99164-1061 Phone: 509-335-6000 Fax: 509-335-4015 Email: employer.relations@wsu.edu Website: https://wsu.edu/ | | Website | |

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| 57 | <p>Washington State University Murrow College of Communication Darin Watkins – Director of Communications Or Lisa Laughter PO Box 642530 Pullman, WA 99164-2530 Phone: 509-335-7333 Fax: 509-335-3739 Email: communication@wsu.edu darin.watkins@wsu.edu laughterl@wsu.edu Website: www.wsu.edu</p> | Yes | Email | 1 |
| 58 | <p>Western Washington University Career Services Center Jenny Spurgin, Employer Outreach Manager 516 High Street Bellingham, WA 98225-9002 Phone: 360-650-3240 Fax: 360-350-3293 Email: careers@wwu.edu Website: http://www.wwu.edu/</p> | | Website | |
| 59 | <p>Whitman College Career Center Margaret Ely 280 Boyer Avenue Walla Walla, WA 99362 Phone: 509-527-5183 Fax: 509-527-5934 Email: jobs_internships@whitman.edu Website: www.whitman.edu</p> | | Website | |
| 60 | <p>Whitworth University Career Services Andrew Pyrc 300 West Hawthorne Rd. Spokane, WA 99251 Phone: 509-777-3272 Fax: 509-777-3731 Email: careerservices@whitworth.edu Website: www.whitworth.edu</p> | | Website | 1 |
| 61 | <p>WorkSource Spokane Jeff Miller - Business Solutions 130 S. Arthur Spokane, WA 99202 Phone: 509-532-3136 Fax: 509-532-3066 Email: jemiller@esd.wa.gov Website: www.go2worksource.com</p> | | Website | 1 |

OTHER REFERRAL SOURCES

10/1/2016 – 9/30/2017

| Number | Contact Information | Did source request notification | Notify via: | # of interviewees referred by source |
|---------------|---|--|--------------------|---|
| 1 | Outside Referrals | N | | 5 |
| 2 | CBK Media Management 1621 Emma Street Augusta, GA 30909 412-770-6749 Cbkmediamanagement.com | N | | 1 |
| 3 | DCA Talent 124 Ammons Drive Raleigh, NC 27615 919-868-6088 Dcatalent.com | N | | 1 |
| 4 | LinkedIn Website: Linkedin.com | N | | 2 |
| 5 | Radio Ink Thomas Elmo 1901 S. Congress Ave., #118 Boynton Beach, FL 33426 Phone: 561-655-8778 Email: thomaselmo@gmail.com Website: radioink.com | N | | 1 |
| 6 | LornaDave Agency John Derr P.O. Box 368 Fogelsville, PA 18051 610-248-1317 Lornadave.com | N | | 1 |
| 7 | Spokane MarCom P.O. Box 1060 Spokane, WA 99210 Spokanemarcom.org | N | | 2 |

EEO OUTREACH INITIATIVES
October 1, 2016 – September 30, 2017

- Participated in general outreach efforts by such means as job banks or Internet programs such as those described in the model program developed by NASBA.
- Conducted 15 tours of the TV and Radio studios for numerous schools, organizations, and civic groups to give them a behind-the-scenes look at the broadcast industry.
- Provided 7 job shadow opportunities for students to observe employees during the course of their work day for exposure to different broadcasting jobs.
- Radio and TV Sales assisted 11 students on school projects for their advertising class.
- TV and Radio sales participate in a formal mentorship program for entry level sales account executives.
- 10/16/16 – Coyote Country APD/MD spoke to Rogers High School in the Leadership class and discussed careers in radio.
- 11/3/16 – News Director had 8 Gonzaga University students join the newsroom for election night to observe the process from a news perspective.
- 11/10/16 – Sports Director attended St. Michael's School career fair event and talked to students about careers in broadcasting and Sports.
- 12/1/16 - News Director spoke to 2 Whitworth University classes on Journalism Ethics.
- 1/23/17 – News Director met with a local Boy Scout troop and discussed careers in broadcasting and answered questions they had. They observed the newscast after the meeting.
- 1/24/17 – Morning Show Co-Anchor met with students from Hamblen Elementary for a Dads and Donuts event and talked to students about broadcasting career opportunities.
- 1/26/17 – Assistant News Director met with the Spokane PR Society of America to discuss social media and how it is used in the news room, the qualifications needed for careers in broadcasting and a tour.
- 1/30/17 – Production Manager spoke with a student regarding career opportunities in news production, the education needed and how to gain experience.
- 2/2/17 - Assistant News Director met with the Spokane Rotary to discuss how a newsroom works, careers available in broadcasting, how we choose stories and a station tour.
- 2/20/17 – TV GM, Director of HR, GSM, and Radio Promotions Manager attended the FUSE career fair at the Spokane Convention Center. They talked with students from Eastern Washington University, Gonzaga University, Washington State University-Spokane, and Whitworth University about career opportunities at KXLY.
- 2/21/17 – Chief Meteorologist visited Moran Prairie Elementary School to talk with students about weather and different careers in broadcasting including weather.

- 2/24/17 – Chief Meteorologist visited Logan Elementary School to talk with students about weather and different careers in broadcasting including weather.
- 3/3/17 – News Director hosted 2 Gonzaga University students who were working on an independent study assignment on social media.
- 3/9/17 - Chief Meteorologist visited Hamblen Elementary School to talk with students about weather and different careers in broadcasting including weather.
- 3/11/17 – Morning show Co-Anchor spoke to professors and administrators at WSU regarding news careers and working in media.
- 3/22/17 - Chief Meteorologist visited Spokane Montessori School to talk with students about weather and different careers in broadcasting including weather.
- 3/22/17 – Morning Radio show co-host participated in the KSPS Public TV Mediafest to discuss careers in broadcasting.
- 3/24/17 – Radio personalities from KZZU and KEZE participated in Eagle Peak School’s career fair.
- 3/31/17 – Morning Show co-anchor gave 8 WSU students a tour of the station and answered questions regarding careers in broadcasting.
- 4/5/17 – Radio talk show host invited a student to sit in on the radio show and co-host.
- 4/5/17 – Radio AE discussed careers in radio sales at the WSU Communications Symposium.
- 4/5/17 – News Director discussed “Life as a News Director” at the WSU Communications Symposium.
- 4/11/17 – Radio Promotions Director talked to Whitworth students registered in an on-line radio class about careers in broadcasting.
- 4/12/17 – Director of HR and Radio Promotions Manager attended the Whitworth University career fair.
- 4/19/17 – Morning show co-anchor hosted students from Ephrata High School to visit the station for a tour and discussion of careers in broadcasting.
- 4/20/17 – TV GSM participated in WSU’s 450 Communications class as a judge on their project and also spoke to the class about careers in sales and broadcasting opportunities.
- 4/26/17 - News Director spoke to Gonzaga University students on Journalism Ethics.
- 5/19/17 – Director of Engineering spoke with students from Deer Park High School about news production and gave them a tour of the station.
- 5/23/17 - KXLY engineer attended the bi-yearly meeting for TV Communication and Animation class at the Skills Center. Reviewed learning options for students to make them more marketable in the field of broadcasting.
- 6/2/17 – Morning Show co-anchor gave a key note speech to University High School.
- 6/6/17 – TV AE presented to EWU Business Marketing class on sales careers in broadcasting.
- 9/26/17 – News Director hosted a Humane Society Board meeting with 10 different community leaders

which included a station tour and discussion about broadcasting.

- Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.**
- Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. Training included:

2016

Radio Sales participated in Nielsen training – October
TV Sales and Traffic participated in WideOrbit training – November
Radio AE participated in Media Prowler training- November
MMJs participated in Live shot safety training – December
News participated in ENG training that was conducted by the Engineering dept. – December
HR attended various HR training session (5 hours in Q4)

2017

HR participated in I-9 compliance training – January
TV Sales participated in various training including ComScore, NSI, Digital sales – Jan/Feb.
Accounting participated in Great Plains Management Reporter training – February
Weather Anchor participated in Baron Weather training – January
Radio sales participated in YAS Digital training
KHTQ On-air personality attended Radio Contraband Convention and attended various workshops – Feb.
Several individuals in news attended training and received certification to operate drones – March
All employees attended a Harassment Prevention training – April
**All Managers attended a Management Preventing harassment and discrimination training – April
Engineer attended a Class A & B Operator training – May
Photographer attended NPPA workshop to enhance skills – June
HR attended training on WA's new paid leave laws – July
Radio Sales participated in P3DA training – July
Radio Sales participated in Neofill training – August
Radio Sales participated in Digital Sales training – August
Various employees from different departments participated in Active Shooter Survival Training – Sept.
Reception desk employees participated in Front Desk safety training – Sept.
HR attended the NHRMA 2017 conference. Attended HR workshops pertaining to recruiting, engagement, leadership, performance management.
Assistant News Director is attending the prestigious Broadcast Leadership Training through NABEF – 10 month training program beginning Sept. 2017.

September 30, 2016

**KXLY 4.1, KXLY 4.2, KXLY AM, KXLY FM, KHTQ FM, KZZU FM, KEZE FM,
KVNI AM, and KXLX AM**

2015 – 2016 ANNUAL EEO PUBLIC FILE REPORT

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KXLY 4.1, KXLY 4.2, KXLY AM, KXLY FM, KHTQ FM, KZZU FM, KEZE FM, KVNI AM, and KXLX AM and is required to be placed in the public inspection files of these stations and posted on their websites.

The information contained in this report covers the time period beginning October 1, 2015 – September 30, 2016 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for all full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC Rules.

For the purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

**2016 EEO Public File Report
October 1, 2015– September 30, 2016**

| Job Title | Date Position Filled | Recruitment Sources Used | Hire Source | Referral Sources of Interviewees | # of Inter-views |
|--|----------------------|--|----------------------------------|--|------------------|
| National Sales Asst. | 11/23/15 | EEO Recruiter List Outside Referral | Outside Referral | Outside referral – 1 Craigslist – 1 Kxly.com – 1 | 3 |
| Local Radio Sales Manager | 12/2/15 | EEO Recruiter List Facebook Radio Ink | Internal Promotion | Facebook – 1 Internal applicant – 1 | 2 |
| Master Control Operator | 12/7/15 | EEO Recruiter List | Indeed.com | Indeed.com – 1 Kxly.com – 1 Employee referral – 1 Worksource – 1 | 4 |
| TV Account Executive | 12/21/15 | EEO Recruiter List | Employee Referral | Employee Referral – 3 Indeed.com – 1 | 4 |
| Digital Sales Manager | 1/28/16 | EEO Recruiter List LinkedIn | LinkedIn | Kxly.com – 1 LinkedIn - 1 Indeed.com -2 | 4 |
| Multi-Media Journalist* Multi-Media Journalist* | 3/10/16 7/14/16 | EEO Recruiter List | TVjobs.com Gonzaga University | Kxly.com – 2 TVjobs.com – 1 University of Idaho – 1 Gonzaga University – 1 Employer Initiated - 1 | 6 |
| National Sales Asst. | 3/25/16 | EEO Recruiter List | Employee Referral | Employee referral – 1 Craigslist – 2 Indeed.com - 2 | 5 |
| Radio & Digital Acct. Exec.* Radio & Digital Acct. Exec.* | 5/9/16 7/14/16 | EEO Recruiter List Facebook Outside Referral | Employee Referral Facebook | Employee Referral – 2 Outside Referral – 1 Internal applicant – 1 Indeed.com – 3 Spokanehelpwanted.com-1 Facebook - 1 | 9 |
| TV & Digital Acct. Exec | 5/27/16 | EEO Recruiter List | Indeed.com | Indeed.com – 4 Spokanehelpwanted.com – 1 Worksource – 1 | 6 |
| Digital Media Coord. | 5/29/16 | EEO Recruiter List | Internal promotion | Internal applicant – 2 Employee referral – 2 KXLY.com – 1 Indeed.com – 1 | 6 |
| Radio Admin – Digital Focus | 6/1/16 | EEO Recruiter List | Indeed.com | Indeed.com – 1 Internal applicant – 1 KXLY.com – 1 Employee Referral – 1 | 4 |
| TV Sales & Mktg Coord. | 6/1/16 | EEO Recruiter List Career Fair Outside Referral | Kxly.com | Indeed.com – 2 Kxly.com – 3 Outside referral – 2 Career Fair - 2 | 9 |
| TV News Producer | 9/8/16 | EEO Recruiter List LinkedIn | LinkedIn | LinkedIn - 1 | 1 |
| Web Content Manager | 9/8/16 | Internal Promotion | Internal promotion | Internal promotion – 1 | 1 |
| Assignment Manager | 9/8/16 | Internal transfer to fill immediate need – exigent circumstances | Internal Transfer | Internal transfer - 1 | 1 |

* Same applicant pool

Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Past Year (this will be a raw number):

65

| Referral Sources | # of Interviewees Referred |
|-------------------------|----------------------------|
| Career Fair | 2 |
| Craigslist | 3 |
| Facebook | 2 |
| Gonzaga University | 1 |
| Indeed.com | 17 |
| KXLY.com | 10 |
| KXLY Employee Referral | 10 |
| KXLY Internal Applicant | 5 |
| KXLY Internal Promotion | 1 |
| KXLY Internal Transfer | 1 |
| KXLY initiated | 1 |
| LinkedIn | 2 |
| Outside Referral | 4 |
| Spokanehelpwanted.com | 2 |
| TVJobs.com | 1 |
| University of Idaho | 1 |
| Worksource | 2 |

EEO RECRUITER LIST
10/1/2015– 9/30/2016

| Number | Contact Information | Did source request notification | Notify via: | # of interviewees referred by source |
|--------|---|---------------------------------|-------------|--------------------------------------|
| 1 | <p>AARP Foundation Work Search Steve Reiter Karen Johnson 222 W. Mission Ave., Suite 118 Spokane, WA 99207 Phone: 509-325-7712 Fax: 509-325-7729 Email: sjmoore@aarp.org and kejohnson@aarp.org Website: www.jobsaarp.org</p> | | Email | |
| 2 | <p>American Indian Community Center Kathy Richards 610 E. North Foothills Dr. Spokane, WA 99202 Phone: 509-535-0886 Fax: 509-534-7210 Email: kathyr@aiccinc.org Website: www.aiccinc.org</p> | | Email | |
| 3 | <p>Arizona State University Career Center 522 N. Central Ave., Suite 110 Phoenix, AZ 85004-2165 Phone: 602-496-1213 Fax: 602-496-1255 Email: dpccareerservices@asu.edu Website: www.asu.edu</p> | | Website | |
| 4 | <p>Bates Technical College Job Services, Shirley Miller 1011 S. Yakima Avenue Tacoma, WA 98405-4895 Phone: 253-680-7240 Email: skmiller@bates.ctc.edu Website: www.bates.ctc.edu</p> | | Email | |
| 5 | <p>Big Bend Community College Bonnie Jeffrey, Career Services Coordinator 7662 Chanute Street NE Moses Lake, WA 98837-3299 Phone: 509-793-2069 Fax: 509-762-2696 Email: bonniej@bigbend.edu Website: www.bigbend.edu</p> | Yes | Email | |

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|---|---|--|-----------------------|--|
| <p>6 Added July 2016</p> | <p>Boise State University Career Center 1910 University Drive Boise, ID 83725-1310 Phone: 208-426-1747 Fax: 208-426-3437 Email: career@boisestate.edu Website: http://www.boisestate.edu/</p> | | <p>Website</p> | |
| <p>7</p> | <p>California Chicano News Media Assn. (CCNMA) USC Annenberg School of Journalism Job Placement Coordinator 727 W. 27th St., Room 201 Los Angeles, CA 90007-3212 Phone: 213-821-0075 Fax: 213-743-1838 Email: ccnmainfo@ccnma.org Website: www.ccnma.org</p> | | <p>Website</p> | |
| <p>8 Added July 2016</p> | <p>Carroll College Career Services 1601 N. Benton Ave. Helena, MT 59625 Phone: 406-447-5532 Email: careers@carroll.edu Website: http://www.carroll.edu/</p> | | <p>Website</p> | |
| <p>9 Added July 2016</p> | <p>Central Washington University Kristina Paquette – Employer Relations/Events/Marketing Bouillon 206 400 E. University Way Ellensburg, WA 98926-7499 Phone: 509-963-1921 Fax: 509-963-1921 Email: career@cwu.edu Website: http://www.cwu.edu/</p> | | <p>Website</p> | |
| <p>10 Added July 2016</p> | <p>Central Washington University Department of Communication Cynthia Mitchell – Journalism Advisor, The Observer Bouillon 229 400 E. University Way Ellensburg, WA 98926 Phone: 509-963-1063 Email: mitchelc@cwu.edu Website: http://www.cwu.edu/</p> | | <p>Email</p> | |
| <p>11 Added July 2016</p> | <p>Central Washington University Film and Video Studies Jon Ward – Co-Director of Film and Video Studies OR Liahna Armstrong, Co-Director of Film and Video Studies Bouillon 224 OR L&L 403F 400 E. University Way Ellensburg, WA 98926-7438 Phone: 509-963-2893 509-963-3178 Email: jonward@cwu.edu lotus@cwu.edu Website: http://www.cwu.edu/</p> | | <p>Email</p> | |

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|---------------------------------------|--|--|----------------|--|
| 12 | <p>City of Spokane Civil Service 808 W. Spokane Falls Blvd., 4th Floor Spokane, WA 99201 Phone: 509-625-6160 Fax: 509-625-6077 Email: civilservice@spokanecity.org Website: www.spokanecity.org</p> | | Email | |
| 13 Added July 2016 | <p>City University of Seattle Career Planning & Placement 1190 NE First St. Bellevue, WA 98005 Phone: 206-239-4576 Email: alumni@cityu.edu Website: http://www.cityu.edu/</p> | | Email | |
| 14 | <p>Colorado Media School Terry Cuff 404 S. Upham Street Lakewood, CO 80226 Phone: 303-937-7070 Email: tcuff@beonair.com Website: www.beonair.com</p> | | Email | |
| 15 | <p>Collective Talent Michael Bille 1721 Richardson Place Tampa, FL 33606 Phone: 813-254-9695 Email: bille@michaelsmedia.com Website: www.collectivetalent.com</p> | | Email | |
| 16 Added July 2016 | <p>Columbia Basin College 2600 N. 20th Ave. Pasco, WA 99301 Phone: 509-542-4824 Email: jobconnects@columbiabasin.edu Website: https://www.columbiabasin.edu/index.aspx</p> | | Website | |
| 17 | <p>Confederated Tribes of the Colville Reservation Employment & Training Department Job Dispatcher PO Box 150 Nespelem, WA 99155 Phone: 509-634-2729 Fax: 509-634-2734 Email: angie.herman@colvilletribes.com/ Website: www.colvilletribes.com</p> | | Email | |

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|---|---|--|----------------|--|
| 18 | Division of Vocational Rehabilitation Carol Baker 1313 N. Atlantic, Suite 1000 Spokane, WA 99201 Phone: 509-363-4757 Fax: 509-329-3718 Email: carol.baker@dshs.wa.gov Website: www1.dshs.wa.gov/dvrl | | Email | |
| 19 | East Central Community Center Barbara Wilson 500 S. Stone Spokane, WA 99202 Phone: 509-868-0856 Fax: 509-625-6915 Email: frontdesk1@ecspokane.org Website: www.ecspokane.org | | Email | |
| 20 | Eastern Washington University Career Services Nate Bryant, Employer Relations Mgr. 114 Showalter Hall Cheney, WA 99004-2431 Phone: 509-359-6058 Fax: 509-359-6940 Email: careers@ewu.edu Website: www.ewu-csm.symplicity.com/employers | | Website | |
| 21 Added July 2016 | Eastern Washington University African American Education Program Dr. Scott Finnie – Director 204 Monroe Hall Cheney, WA 99004-2420 Phone: 509-359-6152 Email: sfinnie@ewu.edu Website: https://www.ewu.edu/ | | Email | |
| 22 Added July 2016 | Eastern Washington University Chicano Education Program Dr. Elisa Facio – Director 203 Monroe Hall Cheney, WA 99004 Phone: 509-359-6146 Email: efacio@ewu.edu Website: https://www.ewu.edu/ | | Email | |
| 23 Added July 2016 | Eastern Washington University Department of Theatre & Film Pete Porter – Chair of Theatre & Film Department & Associate Professor RTV 107 Cheney, WA 99004 Phone: 509-359-6388 Email: pporter@ewu.edu Website: https://www.ewu.edu/ | | Email | |

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|---|---|------------|----------------|----------|
| 24 | Eastern Washington University Journalism Program Bill Stimson 526 Fifth St. Cheney, WA 99004 Phone: 509-359-6034 Email: wstimson@ewu.edu Website: www.ewu.edu | | Email | |
| 25 | Eastern Washington University Women's Studies Center – Lisa Logan 207F Monroe Hall Cheney, WA 99004 Phone: 509-359-2898 Email: llogan83@ewu.edu Website: www.ewu.edu | | Email | |
| 26 Added July 2016 | Edmonds Community College 20000 68 th Ave. W Lynwood, WA 98036 Phone: 425-640-1256 Fax: 425-640-1121 Email: careeractioncenter@edcc.edu Website: http://www.edcc.edu/default.html | | Website | |
| 27 | ENSO Employment Service Ryan Newell 508 W. 6th Ave., #400 Spokane, WA 99204 Phone: 509-475-5263 Fax: 509-326-8188 Email: ryan@enso.ws Website: www.enso.ws/ | Yes | Email | |
| 28 | Filipino American Assoc. of the Inland Northwest Job Placement Coordinator 6107 S. Madelia Spokane, WA 99223 Phone: 509-626-2479 Website: www.faaie.org | | Letter | |
| 29 | Gonzaga University Career Center & GAMP Karen Franks-Harding E. 502 Boone Ave. - MSC 2462 Spokane, WA 99258 Phone: 509-313-4234 Fax: 509-313-5872 Email: franks-harding@gonzaga.edu Website: www.zagtrax.net | | Website | 1 |

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|-----------------------------|--|-----|---------|--|
| 30 | <p>Goodwill Inc. Tammy Bown - Community Employment Job Coach 130 East Third Ave. Spokane, WA 99202 Phone: 509-232-1136 x4445 Fax: 509-444-4371 Email: TammyB@giin.org Website: www.DiscoverGoodwill.org</p> | Yes | Email | |
| 31 | <p>Greater Spokane Incorporated Nancy Vanni 801 W. Riverside, Suite 100 Spokane, WA 99201 Phone: 509-624-1393 Fax: 509-747-0077 Email: info@greaterspokane.org Website: www.greaterspokane.org</p> | | Website | |
| 32 Added Oct. 2015 | <p>Hiring our Heroes 1615 H. Street N.W. Washington, D.C. 20062-2000 Phone: Email: support@myhoh.org Website: www.myhoh.org</p> | | Website | |
| 33 | <p>Idaho Department of Labor 317 W. Main Street Boise, ID 83735 Phone: 208-332-3570 Website: www.labor.idaho.gov</p> | | Website | |
| 34 | <p>Idaho State Association of Broadcasters Connie Searles 1674 W. Hill Road, Suite 3 Boise, ID 83702 Phone: 208-345-3072 Email: isba@qwestoffice.net Website: www.idahobroadcasters.org</p> | | Website | |
| 35 Added July 2016 | <p>Idaho State University Career Center Museum Building, Room 418 Campus Stop 8108 Pocatello, ID 83209 Phone: 208-282-2380 Fax: 208-282-4611 Email: careers@isu.edu Website: http://www.isu.edu/</p> | | Website | |

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|-----------------------------|---|-----|---------|----|
| 36 | Illinois Media School Career Services Don Clark, Career Services Director 530 South State Street Chicago, IL 60605 Phone: 312-884-8000 Email: dclark@beonair.com Website: www.beonair.com | | Email | |
| 37 Added Oct. 2015 | Indeed.com 7501 N. Capital of Texas Highway, Bldg. B Austin, TX 78731 Phone: 800-462-5842 Website: www.indeed.com | | Website | 17 |
| 38 | Interface College Placement 178 S. Stevens Spokane, WA 99201 Phone: 509-467-1727 Fax: 509-467-3804 Email: karen@interface.edu Website: www.interface.edu | | Email | |
| 39 | ITT Technical Institute Career Services Dennis Gagoin 13518 East Indiana Avenue Spokane Valley, WA 99216-1589 Phone: 509-926-2900 Fax: 509-926-2908 Email: dgagoin@itt-tech.edu Website: www.itt-tech.edu | | Email | |
| 40 | KAPP TV/KVEW TV Cheryl Sentel P.O. Box 1749 Yakima, WA 98901 Phone: 509-453-0351 Fax: 509-453-3623 Email: cheryls@kapptv.com Website: kapptv.com / kvewtv.com | Yes | Email | |
| 41 | KXLY Broadcast Group All Employees/Employee Referrals/Internal applicants/Employer initiated 500 West Boone Avenue Spokane, WA 99201 Phone: 509-324-4000 Website: kxly.com | | Email | 18 |

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|-----------------------------|---|--|---------|----|
| 42 | <p>KXLY.com 500 West Boone Avenue Spokane, WA 99201 Phone: Website: www.kxly.com</p> | | Website | 10 |
| 43 | <p>LDS Employment Resource Services 200 N. Mullan, Ste. 220 Spokane Valley, WA 99206 Phone: 509-928-2534 Fax: 509-922-3556 Email: wel-ec-spokane@ldschurch.org Website: www.ldsjobs.org</p> | | Email | |
| 44 Added July 2016 | <p>Lewis-Clark State College Career & Advising Services Reid Centennial Hall, Room 208 Lewiston, ID 83501 Phone: 208-792-2313 Fax: 208-792-2313 Email: dlybyer@lcsc.edu Website: http://www.lcsc.edu/</p> | | Website | |
| 45 | <p>Martin Luther King Jr. Family Outreach Center Family Emergency Services (FES)- Cristal Betancourth 845 S. Sherman St. Spokane, WA 99202 Phone: 509-455-8722, ext. 204 Fax: 509-455-3643 Email: cbetancourth@mlkspokane.org Website: www.mlkspokane.org</p> | | Fax | |
| 46 | <p>Media Match Inc. P.O. Box 48220 Los Angeles, CA 90048 Phone: N/A Email: info@media-match.com Website: www.media-match.com/usa/media</p> | | Website | |
| 47 | <p>Medialine Rich Everitt 1209 Wood Valley Road August, GA 30909 Phone: 706-364-7564 Email: rich@medialine.com Website: www.medialine.com</p> | | Email | |

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|---------------------------------------|---|------------|----------------|--|
| 48 | Miryam's House of Transition Ami Manning 1805 West 9th Avenue Spokane, WA 99204 Phone: 509-747-9222 Fax: 509-747-7261 Email: amanning@help4women.org Website: www.help4women.org | | Email | |
| 49 Added July 2016 | Montana State University Allen Yarnell Center for Student Success 177 Strand Union Building P.O. Box 174180 Bozeman, MT 59717-4180 Phone: 406-994-7627 Fax: 406-994-5488 Email: success@montana.edu Website: http://www.montana.edu/ | | Website | |
| 50 | Morgan Murphy Media - WISC-TV Human Resources Jeff Ver Voort 7025 Raymond Rd. Madison, WI 53719 Phone: 608-277-5142 Fax: 608-278-5568 Email: jvervoort@wisctv.com Website: www.channel3000.com | Yes | Email | |
| 51 | North Idaho College Career Services Carla Madison 1000 W. Garden Ave. Coeur d'Alene, ID 83814 Phone: 208-625-2364 Fax: 208-769-3292 Email: career@nic.edu Website: www.nic.edu/career | | Website | |
| 52 | Northeast Community Center Tracy Swank N. 4001 Cook Spokane, WA 99207 Phone: 509-487-1603 Fax: 509-474-1027 Email: necommunitycenter@gmail.com Website: www.myspokane.net/necca | | Email | |
| 53 | Oregon Association of Broadcasters Keith Shipman 13500 SW Pacific Highway, #58-225 Portland, OR 97223 Phone: 503-443-2299 Email: theoab@theoab.org Website: www.theoab.org | | Email | |

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|---|---|------------|----------------|--|
| 54 Added July 2016 | Oregon State University The Career Development Center Rachel Finch – Employer Relations Manager B008 Kerr Administration Building Corvallis, OR 97331-2127 Phone: 541-737-4085 Fax: 541-737-0532 Email: Career.Services@oregonstate.edu Website: http://oregonstate.edu/ | | Website | |
| 55 Added July 2016 | Pacific Lutheran University Career Connections Jody Horn – Recruiting and Outreach Manager Ramstad Hall, Room 112 Tacoma, WA 98447-0003 Phone: 253-536-5104 Fax: 253-536-5104 Email: career@plu.edu Website: http://www.plu.edu/ | | Website | |
| 56 Added July 2016 | Portland State University Advising & Career Services Ann Mestrovich – Assistant Director/Employer Relations Coordinator P.O. Box 751 – ACS Portland, OR 97207-0751 Phone: 503-725-4005 Fax: 503-725-5373 Email: careerconnect@pdx.edu Website: http://www.pdx.edu/ | | Website | |
| 57 | QueenB Radio Wisconsin, Inc. Judy Boldt 51 Means Drive Platteville, WI 53818 Phone: 608-349-2014 Fax: 608-349-2002 Email: jboldt@queenbradio.com | Yes | Email | |
| 58 | QueenB Television, LLC, dba WKBT-TV Marsha Everson 141 S. 6th St. LaCrosse, WI 54601 Phone: 608-782-4678 Fax: 608-782-4674 Email: meverson@wkbt.com Website: www.news8000.com | Yes | Email | |
| 59 | Radio & Television Business Report April McLynn P.O. Box 6633 Woodbridge, VA 22195 Phone: 703-490-3099 Email: aMclynn@rbr.com Website: www.rbr.com | | Website | |

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|---|--|------------|----------------|--|
| 60 Added July 2016 | Seattle Pacific University Center for Career and Calling Lori Brown – Employer Relations Manager 3307 Third Ave. W., Suite 216 Seattle, WA 98119 Phone: 206-281-2485 Email: spucareercenter@spu.edu Website: http://spu.edu/ | | Website | |
| 61 Added July 2016 | Seattle University Career Services 901 12 th Ave. P.O. Box 222200 Seattle, WA 98122 Phone: 206-296-6080 Email: CareerServices@Seattleu.edu Website: https://www.seattleu.edu/ | | Website | |
| 62 Added July 2016 | SimplyHired.com 525 Almanor Ave., Suite 100 Sunnyvale, CA 94085 Phone: 650-254-9000 Fax: 650-254-9001 Email: support@simplyhired.com Website: http://www.simplyhired.com/ | | Website | |
| 63 | Skills-Kin Program Coordinator Amanda Vazquez 4004 E. Boone Avenue Spokane, WA 99202 Phone: 509-326-6760 Fax: 509-327-3316 Email: avazquez@skills-kin.org Website: www.skills-kin.org | Yes | Email | |
| 64 | SL Start & Associates, LLC Nancy Surma Employment Services 5709 W. Sunset Hwy., Suite 100 Spokane, WA 99224 Phone: 509-509-2750 Fax: 509-326-9207 Email: nsurma@slstart.com Website: www.slstart.com | | Email | |
| 65 Added July 2016 | Southern Oregon University Office of Career Connections Hannon Library 113A 1250 Siskiyou Boulevard Ashland, OR 97520 Phone: 541-552-6131 Website: http://www2.sou.edu/ | | Website | |

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|----|--|-----|---------|---|
| 66 | Specs Howard School of Media Arts Dir. Career Svcs., Nancy Shiner Video Advisor, Tony Sherock Kristin Burns, Dick Kernen 19900 W 9 Mile Road #100 Southfield, MI 48075 Phone: 248-358-9000 Email: nshiner@specshoward.edu tsherock@specshoward.edu dkernen@specshoward.edu kburns@specshoward.edu Website: www.specshoward.edu | Yes | Email | |
| 67 | Spokane Community College Workforce Education & Career Services N. 1810 Green St. MS 2063 Spokane, WA 99217 Phone: 509-533-7249 Fax: 509-533-7006 Website: www.scc.spokane.edu | | Website | |
| 68 | Spokane Community College Off Campus Programs Career Transitions Program Denise McKinnon 2917 W. Fort George Wright Dr. Spokane, WA 99224 Phone: 509-279-6039 Fax: 509-279-6070 Email: DeniseMcKinnon@scc.spokane.edu Website: www.iel.spokane.edu | | Email | |
| 69 | Spokane Craigslist 1381 9 th Ave. San Francisco, CA 94122 Phone: 415-566-6394 Website: www.spokane.craigslist.org | | Website | 3 |
| 70 | Spokane Falls Community College Career & Student Employment Mindy Smith 3410 W. Fort George Wright Drive Spokane, WA 99224 Phone: 509-533-3540 Fax: 509-533-4563 Email: mindy.smith@spokanefalls.edu Website: myinterfase.com/spokanefalls/employer | | Website | |
| 71 | Spokane Tribe of Indians Monica Tonasket Administrative Director P.O. Box 100 Wellpinit, WA 99040 Phone: 509-458-6538 Fax: 509-458-6556 Email: monicaw@spokanetribe.com/ Robi.flett@spokanetribe.com Website: www.spokanetribe.com | | Email | |

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|-----------------------------|---|--|---------|---|
| 72 | SpokaneHelpWanted.com 11 Abrams Road Central Valley, NY 10917 Phone: 800-365-8630 Email: EmployerSupport@RegionalHelpWanted.com Website: www.spokanehelpwanted.com | | Website | 2 |
| 73 Added July 2016 | The Evergreen State College Career Development Center Library 2153 2700 Evergreen Parkway NW Olympia, WA 98505 Phone: 360-867-6193 Fax: 360-867-5343 Email: careerdevelopment@evergreen.edu Website: http://evergreen.edu/ | | Website | |
| 74 Added July 2016 | TheLadders.com 55 Water Street New York, NY 10041 Phone: 1-866-800-4640 Email: help@theladders.com Website: https://www.theladders.com/ | | Website | |
| 75 | The Native Project Job Placement Coordinator 1803 W. Maxwell Spokane, WA 99201 Phone: 509-325-5502 Email: info@nativeproject.org Website: www.nativeproject.org | | Email | |
| 76 | Transitional Living Center Job Placement Coordinator 3128 North Hemlock Spokane, WA 99205 Phone: 509-325-2959 Email: bgarberg@help4women.org Website: www.help4women.org | | Email | |
| 77 | Transitions Jamie Borgan 3102 W. Ft. George Wright Dr. Spokane, WA 99224 Phone: 509-328-6702 Fax: 509-325-9877 Email: jborgan@help4women.org Website: http://help4women.org | | Email | |

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|----|--|--|---------|---|
| 78 | <p>TVJobs.com/AMFMJobs.com Mark Holloway PO Box 4116 Oceanside, CA 92052 Phone: 760-754-8177 Fax: 760-754-2115 Email: jobs@tvjobs.com Website: www.tvjobs.com</p> | | Email | 1 |
| 79 | <p>United States Air Force Discovery Center Maureen J. Lebel 4 West Castle Street Fairchild AFB, WA 99011 Phone: 509-247-2246 Fax: 509-247-5099 Email: maureen.lebel@us.af.mil Website: www.fairchildfamilysupport.org</p> | | Email | |
| 80 | <p>University of Idaho Career Services Idaho Commons Room 334 875 Perimeter Dr. MS 2534 Moscow, ID 83844-2534 Phone: 208-885-6121 Fax: 208-885-2816 Email: careerservices@uidaho.edu Website: www.uidaho.edu/career-services Job Board: https://uidaho.joinhandshake.com</p> | | Website | 1 |
| 81 | <p>University of Montana School of Journalism Denise Dowling 32 Campus Dr., Don Anderson Hall Missoula, MT 59812 Phone: 406-243-4001 Email: denise.dowling@mso.umt.edu Website: www.jour.umt.edu</p> | | Website | |
| 82 | <p>University of Oregon Career Center Employment Services Specialist 1200 University of Oregon Eugene, OR 97403-1200 Phone: 541-346-3214 Fax: 541-346-6038 Email: jobs@uoregon.edu Website: www.uocareer.uoregon.edu</p> | | Website | |
| 83 | <p>University of Oregon Office of Multicultural Academic Success Job Placement Coordinator 1255 University of Oregon, Suite 164 Eugene, OR 97403 Email: jobs@uoregon.edu Website: www.uoregon.edu</p> | | Letter | |

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|---|--|--|----------------|--|
| 84 Added July 2016 | University of Portland Career Center Amy Cavanaugh – Director/Employer Relations Orrico Hall Lower Level, MSC 143 5000 N. Willamette Blvd. Portland, OR 97203 Phone: 503-943-7201 Email: career@up.edu Website: http://www.up.edu/ | | Website | |
| | 85 University of Washington Office of Minority Affairs Ruth Shigemi Box 355845 Seattle, WA 98195-5845 Phone: 206-221-2842 Fax: 206-543-2746 Email: rshigemi@u.washington.edu Website: www.uw.edu | | Email | |
| 86 Added July 2016 | Walla Walla Community College Career & Employment Services Center 500 Tausick Way Walla Walla, WA 99362 Phone: 509-527-4262 Fax: 509-524-4795 Website: http://www.wbcc.edu/ | | Website | |
| | 87 Washington State Assn of Broadcasters Char Myers 724 Columbia St. NW, Suite #310 Olympia, WA 98501 Phone: 360-705-0774 Fax: 360-705-0873 Email: wsabjobbank@comcast.net Website: www.wsab.org | | Email | |
| 88 Added July 2016 | Washington State Commission on Hispanic Affairs P.O. Box 40924 Olympia, WA 98504 Phone: 360-725-5661 Email: hispanic@cha.wa.gov Website: http://cha.wa.gov/ | | Email | |
| 89 Added July 2016 | Washington State University Academic Success and Career Services P.O. Box 641061 Pullman, WA 99164-1061 Phone: 509-335-6000 Fax: 509-335-4015 Email: employer.relations@wsu.edu Website: https://wsu.edu/ | | Website | |

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|-----------------------------|---|-----|---------|--|
| 90 | Washington State University Murrow College of Communication Darin Watkins – Director of Communications Or Lisa Laughter PO Box 642530 Pullman, WA 99164-2530 Phone: 509-335-7333 Fax: 509-335-3739 Email: communication@wsu.edu darin.watkins@wsu.edu laughterl@wsu.edu Website: www.wsu.edu | Yes | Email | |
| 91 Added July 2016 | Wenatchee Valley College Career Center Wenatchi Hall, Rooms 2128 & 2130 1300 Fifth Street Wenatchee, WA 98801 Phone: 509-682-6858 509-682-6579 Website: http://www.wvc.edu/default.asp | | Website | |
| 92 | West Central Community Center Kat Hartsell N. 1603 Belt Spokane, WA 99205 Phone: 509-326-9540 Fax: 509-326-2347 Email: khartsell@westcentralcc.org Website: www.westcentralcc.org | | Email | |
| 93 Added July 2016 | Western Oregon University Service Learning and Career Development 343 N. Monmouth Ave. Monmouth, OR 97361 Phone: 503-838-8432 Fax: 503-838-8651 Email: slcd@wou.edu Website: http://www.wou.edu/ | | Website | |
| 94 Added July 2016 | Western Washington University Career Services Center Jenny Spurgin, Employer Outreach Manager 516 High Street Bellingham, WA 98225-9002 Phone: 360-650-3240 Fax: 360-350-3293 Email: careers@wwu.edu Website: http://www.wwu.edu/ | | Website | |
| 95 | Whitman College Career Center Margaret Ely 280 Boyer Avenue Walla Walla, WA 99362 Phone: 509-527-5183 Fax: 509-527-5934 Email: jobs_internships@whitman.edu Website: www.whitman.edu | | Website | |

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|-----|---|--|---------|---|
| 96 | Whitworth University Career Services Andrew Pyrc 300 West Hawthorne Rd. Spokane, WA 99251 Phone: 509-777-3272 Fax: 509-777-3731 Email: careerservices@whitworth.edu Website: www.whitworth.edu | | Website | |
| 97 | WorkSource Spokane Jeff Miller - Business Solutions 130 S. Arthur Spokane, WA 99202 Phone: 509-532-3136 Fax: 509-532-3066 Email: jemiller@esd.wa.gov Website: www.go2worksource.com | | Website | 2 |
| 98 | Yakama Nation Tribal Employment Rights Office Tess French PO Box 151 Toppenish, WA 98948 Phone: 509-865-5121 Fax: 509-865-6719 Email: tessf@yakama.com Website: yakamanation-nsn.gov | | Email | |
| 99 | YFA Connections Sarah Duering PO Box 3344 Spokane, WA 99220 Phone: 509-532-2000, Ext. 18 Fax: 509-532-2005 Email: sduering@yfaconnections.org Website: www.yfaconnections.org | | Email | |
| 100 | YMCA Herb Hylton 1126 N. Monroe Spokane, WA 99201 Phone: 509-838-3577 Fax: 509-393-4096 Email: hhylton@ymcaspokane.org Website: www.ymcaspokane.org | | Email | |
| 101 | YWCA of Spokane Chris Chandler – Women to Work Program Coordinator 930 N. Monroe Spokane, WA 99201 Phone: 509-789-9299 Fax: 509-326-1597 Email: chrisc@ywcaspokane.org Website: ywcaspokane.org | | Email | |

OTHER REFERRAL SOURCES

10/1/2015 – 9/30/2016

| Number | Contact Information | Did source request notification | Notify via: | # of interviewees referred by source |
|--------|---|---------------------------------|-------------|--------------------------------------|
| 1 | Outside Referrals | N | | 4 |
| 2 | Partnership in Employment Career Fair Spokane Convention Center | N | | 2 |
| 3 | Facebook Website: Facebook.com | N | | 2 |
| 4 | LinkedIn Website: LinkedIn.com | N | | 2 |
| 5 | Radio Ink Thomas Elmo 1901 S. Congress Ave., #118 Boynton Beach, FL 33426 Phone: 561-655-8778 Email: thomaselmo@gmail.com Website: radioink.com | N | | 0 |

EEO OUTREACH INITIATIVES
October 1, 2015 – September 30, 2016

- Participated in general outreach efforts by such means as job banks or Internet programs such as those described in the model program developed by NASBA.
- Conducted 8 tours of the TV and Radio studios for numerous schools, organizations, and civic groups to give them a behind-the-scenes look at the broadcast industry.
- Provided 7 job shadow opportunities for students to observe employees during the course of their work day for exposure to different broadcasting jobs.
- Radio and TV Sales assisted 10 students on school projects for their advertising class.
- TV and Radio sales participate in a formal mentorship program for entry level sales account executives.
- 10/9/15 – News Director spoke with students from Whitworth University on how a newsroom operates and skills needed for careers in broadcasting.
- 10/12/15 – MMJ spoke to Gonzaga marketing students about broadcast media, careers in media.
- 10/14/15 – 2 MMJs visited Discovery Day (Career Fair) at Glover Middle School to discuss jobs in broadcasting.
- 10/15/15 – Weather Anchor visited Summit School to discuss weather and jobs in broadcasting.
- 10/16/15 – MMJ spoke to students at SFCC about generating story ideas, ethics and skills needed to be successful in broadcasting.
- 10/20/15 - Director of HR met with a student to discuss his interest in broadcasting. He received a tour of the station and discussed skills needed in the radio and TV broadcasting industry.
- 10/22/15 – Director of HR met with Whitworth students for Mock Interviews.
- 10/27/15 - Director of HR and General Sales Manager participated in Gonzaga All Major Career Fair.
- 11/6/15 – Weather Anchor talked with advanced students from West Valley Middle School about work, work ethics, and careers in broadcasting.
- 12/1/15 – TV Sales executive was interviewed by a Gonzaga student on the broadcast sales industry.
- 12/1/15 – Graphic Designer met with Boy Scouts to discuss careers in graphic design and how it relates to the broadcasting industry.
- 12/9/15 - News Director spoke to students at Gonzaga University who visited the station about careers in broadcasting/journalism. They also watched the 5pm newscast.
- 1/23/16 – Anchor presented at Gonzaga University Corporate Communications class and reviewed various news clips and discussed careers in broadcasting.

- 1/28/16 – GMNW Anchor read to Roosevelt Elementary students and discussed the importance of reading and how it is necessary for all jobs including those in news.
- 2/9/16 – MMJ was interviewed by a Gonzaga University student to learn about the in's and outs of broadcasting and how to obtain a job in this field.
- 2/24/16 - TV GM, Radio Market Manager, TV GSM, Radio Promotions Manager and HR attended the Partnership in Employment Career Fair at the Spokane Convention Center. They talked with students from Eastern Washington University, Gonzaga University, Washington State University-Spokane, and Whitworth University about career opportunities at KXLY.
- 2/25/16 – Radio On-air talent was interviewed by a student for her school's Career Project that required her to interview someone in the Music/Radio Producing industry.
- Feb. 2016 – Assistant News Director and GMNW Anchor participated in WSU's Murrow Mentor program.
- 3/1/16 - GMNW Anchor read to Ness Elementary students for Read Across America Day and discussed the importance of reading and how it is necessary for all jobs including those in news.
- 3/3/16 – Radio On-air talent and PD spoke with Horizon Middle School students about careers in radio.
- 3/17/16 – GMNW Anchor participated in the Dinners with Dads event to discuss literacy issues and talked about his job in broadcasting.
- 3/23/16 – Anchor/MMJ spoke with Coeur d'Alene Fire Department about basic public information officer course. Discussed how the newsroom operates and the different positions in the newsroom.
- 3/30/16 – On-air radio host was a speaker at MediaFest which is where high school students learn about TV and radio journalism.
- 3/30/16 - Assistant News Director and GMNW Anchor participated in WSU's Murrow Symposium doing a workshop with students and speaking in a panel discussion and providing one-on-one career coaching.
- 4/9/16 – News Director spoke to Gonzaga students about the changing face of media.
- 4/12/16 – Sports Anchor/Reporter spoke to Gonzaga students about working in news as a sports reporter and careers in broadcasting.
- 4/12/16 – HR mailed a letter to 70 contacts on our Recruitment List requesting an update of contact information to allow us to send them notification of current and future job vacancies.
- 4/13/16 - News Director spoke to students at Gonzaga University about legal and ethical decision-making as well as careers in broadcasting/journalism.
- 4/14/16 – Promotion Director and Promotion Manager attended Whitworth University's Summer Job and Internship Fair and met with students seeking employment. Discussed job opportunities at KXLY.
- 4/16/16 – Assignment Desk Manager spoke on a panel at Whitworth University regarding journalism ethics.
- 4/20/16 – Radio AE participated in Washington Future Business Leaders of America and spoke to high school students in attendance.

- 4/21/16 – GMNW Anchor participated in a Young Professionals event and discussed careers in broadcasting.
- 5/4/16 - KXLY engineer attended the bi-yearly meeting for TV Communication and Animation class at the Skills Center. Reviewed learning options for students to make them more marketable in the field of broadcasting.
- 5/20/16 – Radio AE presented to Rotary Club about KXLY, how sales works in broadcasting, ratings and careers in broadcasting.
- 6/4/16 – News Director spoke to 50 high school and college students about KXLY and careers in journalism.
- 6/15/16 – GM of WISC TV attended the NABEF MSI Career fair on behalf of the Morgan Murphy Media corporation. Referred several students to our station for interviews and to learn about career opportunities at our WA stations.
- 8/25/16 – GM and HR participated in the Hiring Heroes career fair targeted to match Guard and Reserve, Veterans and their families with employers. Met job seekers and discussed career opportunities at KXLY.
- 9/5/16 – News Director hosted 5 Gonzaga University journalism students and discussed careers in broadcasting and they watched a live evening newscast.
- 9/6/16 – GMNW Anchor spoke at Compass Club regarding women in media and jobs in journalism.
- Year-long (see below) – Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.**
- Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. Training included:

2015

HR webinars – HR – various HR webinars – October - November
 FCC's EEO rules and Public file requirements – HR – October
 NAB Small Market Exchange Conference – TV GM, TV Sales Manager, AEs – Oct. 2015
 TVB – Research and Sales presentation - TV GM, TV Sales Manager, AEs – Oct. 2015
 Baron weather system training – Engineering – Oct. 2015
 Google Adwords training – Radio AEs – Oct. 2015
 Controller workshop – Accounting – Oct. 2015
 Transmitter School – Engineering – Oct. 2015
 **Transitioning from staff to manager – News – Oct. 2015
 Media Monitors training – TV Sales – Nov. 2015
 ACA / ADP training – HR and Accounting – Dec. 2015

2016

All TV Sales & GM participated in LMA on-line training – Jan. 2016
 ** Radio Promotions Manager attended Employment Law for Supervisors class – Jan. 2016
 Radio AE participated in Advanced Digital Media certification training– Jan. 2016
 Comptroller attending copyright training - Feb. 2016
 All Radio sales participated in Guarantee Digital and LMA training - Feb. 2016
 All sales participated in Google Analytics training - Feb. 2016
 GM attended BrandForge training - Feb. 2016
 Director of Engineering attending an IP Network Troubleshooting workshop - Feb. 2016

2016 continued

Promotions Director attending the Radio Contraband Convention- Feb. 2016

HR attended various seminars – FLSA, Employment Law, recruitment, ESSL - March 2016

Traffic received Traffic Professionals Political Expertise certification - March 2016

Director of Engineering attended an Engineering workshop- March 2016

**Radio LSM attended Employment Law for Supervisors class - March 2016

Multiple TV and radio employees attended WSAB's Political Workshop - March 2016

TV Sales department attending ZypMedia training - April 2016

GM and Director of Engineering attended NAB conference and various workshops and seminars – April 2016

ABC Affiliate meeting – GM – May 2016

Baron Weather training- News – June 2016

FLSA training – HR – June 2016

LMA and Noll & Associates training – TV AE – June 2016

Simplifi training – Radio AE – August 2015

NAB Small Market TV Exchange conference – GM, TV Sales – Sept. 2016

WideOrbit programmatic training – GM, Sales Director – Sept. 2016

Wage and Labor seminar – HR – Sept. 2016
