

September 29, 2017

KAPP TV, KAPPD-TV, KVEW TV and KVEWD-TV
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: KAPP TV, KAPPD-TV, KVEW TV and KVEWD-TV 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.



RECRUITMENT SOURCES AND REFERRAL LISTINGS 10/1/16-9/30/17

Job Title	Date Position Opened	Date Position Filled	Sources Used	Hire Source	Interviewee Referral Source
Master Control Tech Support (2x)	8/26/2016	10/7/2016	Employment Recruitment List	Employee Referral, KVEW Bulletin Board	Employee Referral, Indeed.com, SBE KAPP/KVEW Website, KVEW Bulletin Board
Account Executive KVEW	8/22/2016	11/23/2016	Employment Recruitment List	Employee Referral	Employee Referral Adaptabilities
Account Executive KAPP	8/22/2016	11/22/2016	Employment Recruitment List	Employee Referral	Employee Referral
News Director	8/4/2016	12/5/2016	Employment Recruitment List	KAPP/KVEW Website	KAPP/KVEW Website, RickGevers.com
Digital MMJ	12/6/2016	12/28/2016	Employment Recruitment List	Employee Referral	Indeed.com, Employee Referral
Gen Assignment Reporter/MMJ	12/8/2016	12/28/2016	Employment Recruitment List	Indeed.com	KAPP/KVEW Website, Indeed.com, On Own
Digital Sales Specialist	1/13/2017	1/18/2017	Employment Recruitment List	Employee Referral	Linkedin, Employee Referral
Marketing and Promotions Director	3/7/2017	3/15/2017	Employment Recruitment List	KAPP/KVEW Website	KAPP/KVEW Website
Mobile Multi Media Journalist (KAPP)	5/24/2017	6/8/2017	Employment Recruitment List	KAPP/KVEW Website	Employee Referral, KAPP/KVEW Website

Multi Media Journalist (KVEW)	5/24/2017	6/8/2017	Employment Recruitment List	KAPP/KVEW Website	Employee Referral, KAPP/KVEW Website
Master Control Operator (KVEW)	8/1/2017	9/27/2017	Employment Recruitment List	KAPP/KVEW	KAPP/KVEW Website, Indeed.com

Total number of persons interview for All Fulltime Vacancies filled during the Past Year: **42**



2017 EEO Public File Report Form

Covering the Period from 10/1/16-9/30/17

Station(s) Comprising Station Employment Unit: KAPP TV and KVEW TV

Section 1: Vacancy Information

Job Opening	Dates	# of people Interviewed	Recruitment Source for Hiree
Master Control Tech Support (2x)	8/26/2016-10/7/2016	8	KVEW Bulletin Board, Employee Referral
Account Executive – KVEW	8/22/2016-11/23/2016	2	Employee Referral
Account Executive – KAPP	8/22/2016-11/22/2016	1	Employee Referral
News Director	8/4/2016-12/5/2016	2	KAPP/KVEW Website
Digital MMJ	12/6/2016-12/28/2016	11	Employee Referral
Gen Assign Reporter/ MMJ – KVEW	12/8/2016-12/28/2016	4	Indeed.com
Digital Sales Specialist	1/13/2017-1/18/2017	2	Employee Referral
Marketing and Promotions Director	3/7/2017 – 3/16/2017	2	KAPP/KVEW Website
Mobile Multi Media Journalist – KAPP	5/24/2017 – 6/8/2017	4	KAPP/KVEW Website
Multi Media Journalist – KVEW	5/24/2017 – 6/8/2017	4	KAPP/KVEW Website
Master Control Operator – KVEW	8/1/2017 – 9/27/2017	2	KAPP/KVEW Website

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

Number	Contact Information	Did source request notification	Notify via:	# of interviewees referred by source
<p style="text-align: center;">1 (Sales only openings)</p>	<p>AdAbilities Lucy Rice Director of Talent and Recruitment 6290 Ronald Reagon Drive, Suite 121 Lake St Louis, MO 63367 Phone: 314-276-2017 Email: lucy@adabilities.com Website: www.adabilities.com</p>		<p style="text-align: center;">Sales Manager notifies her when we have openings</p>	<p style="text-align: center;">1</p>
<p style="text-align: center;">2</p>	<p>Arizona State University Tempe, AZ 85281 Phone: 480-965-2100 https://asu-csm.symplicity.com/employers Website: handshake.com</p>		<p style="text-align: center;">Handshake</p>	
<p style="text-align: center;">3 (News only openings)</p>	<p>Asian American Journalist Lori Matuskawa c/o KING TV 1501 First Avenue South Seattle, WA 98134 Phone: 206-448-3853 Email: lmatsukawa@king5.com Website: www.king5.com</p>		<p style="text-align: center;">Email</p>	
<p style="text-align: center;">4</p>	<p>ACRS Employment & Training Serices Yong Lim Oshie, Program Supervisor 3639 Martin Luther King Jr. Way S. Seattle, WA 98144 Phone: 206-695-7590 Email: yonglim@acrs.org Website: www.acrs.org</p>		<p style="text-align: center;">Email</p>	
<p style="text-align: center;">5 (Engineering, Technical openings only)</p>	<p>Bates Technical College Job Services, Shirley Miller 1011 S. Yakima Avenue Tacoma, WA 98405-4895 Phone: 253-680-7240 Fax: 253-680-7187 Email: jobservices@bates.ctc.edu Website: www.bates.ctc.edu</p>		<p style="text-align: center;">Email</p>	
<p style="text-align: center;">6 (Engineering, Technical openings only)</p>	<p>Bates Technical College Ken Witkoe, Instructor 1011 S. Yakima Avenue Tacoma, WA 98405-4895 Phone: 253-680-7761 Email: kwitkoe@bates.ctc.edu Website: www.bates.ctc.edu</p>		<p style="text-align: center;">Email</p>	
<p style="text-align: center;">7 (Engineering, Technical openings only)</p>	<p>Bates Technical College Roland Robinson, Instructor 1011 S. Yakima Avenue Tacoma, WA 98405-4895 Phone: 253-680-7754 Email: rrobinson@bates.ctc.edu</p>		<p style="text-align: center;">Email</p>	

	Website: www.bates.ctc.edu			
8 Added 10/1/2016	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		Email	
9 Added 10/1/2016	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/Handshake.com		Website	
10 (News only openings)	California Chicano News Media Assn. (CCNMA) Sylvia Wells Office Manager 3800 S. Figueroa Street Los Angeles, CA 90037-1206 Phone: 213-743-4960 Email: sylvia@ccnma.org Website: http://ccnma.org/		Email	
11 Added 10/1/2016	Carroll College Career Services 1601 N. Benton Avenue Helena, MT 59625 Phone: 406-447-5532 Email: careers@carroll.edu Website: http://www.carroll.edu		Email	
12	Central Washington University Career Services 400 E. University Way Ellensburg, WA 98926 Phone: 509-963-1921 Email: career@cwu.edu Website: www.cwu.edu		Email	
13 Added 10/1/2016	Central Washington University Department of Communications Cynthia Mitchell – Digital Journalism Advisor, The Observer Bouillon 229 400 E. University Way Ellensburg, WA 98926 Phone: 509-963-1063 Email: mitchelc@cwu.edu Website: www.cwu.edu		Email	
14 Added 10/1/2016	Central Washington University Film and Video Studies Jon Ward, Co Director of Film and Video Studies OR			

	Liahan Armstrong, Co Director of Film and Video Studies Bouillon 224 OR L&L 403F 400 E. University Way Ellensburg, WA 98926 Phone: 509-963-2893 or 509-963-3178 Email: jonward@cwu.edu or lotus@cwu.edu Website: http://www.cwu.edu		Email	
15 Added 10/1/2016	City University of Seattle Career Planning & Placement 1190 NE First Street Bellevue, WA 98005 Phone: 206-239-4576 Email: alumni@cityu.edu Website: http://www.cityu.edu/		Email	
16 Added 10/1/2016	Colorado Media School Terry Cuff 404 S. Upham Street Lakewood, CO 80226 Phone: 303-937-7070 Email: tcuff@beonair.com Website: www.beonair.com		Email	
17 Added 10/1/2016	Collective Talent Michael Bille 1721 Richardson Place Tampa, FL 33606 Phone: 813-254-9695 Email: bille@michaelsmedia.com Website: www.collectivetalent.com		Email	
18	Columbia Basin College Student Employment Center Daphne Lightfoot 2600 N. 20 th Avenue Pasco, WA 99201 Phone: 509-542-4875 Fax: 509-544-2029 Email: dmoran@ctc.edu Website: www.Columbiabasin.edu		Email	
19 Added 10/1/2016	Eastern Washington University Career Services Nate Bryant, Employer Relations Mgr 114 Showalter Hall Cheney, WA 90004-2431 Phone: 509-359-6058 Fax: 509-359-6940 Email: careers@ewu.edu Website: https://www.ewu.edu		Email	
20 Added 10/1/2016	Eastern Washington University African American Education Program Dr. Scott Finnie - Director 204 Monroe Hall Cheney, WA 90004-2420 Phone: 509-359-6152 Email: sfinnie@ewu.edu Website: https://www.ewu.edu		Email	
21	Eastern Washington University			

<p>Added 10/1/2016</p>	<p>Chicano Education Program Dr. Elisa Facio - Director 203 Monroe Hall Cheney, WA 90004 Phone: 509-359-6146 Email: efacio@ewu.edu Website: https://www.ewu.edu</p>		<p>Email</p>	
<p>22 Added 10/1/2016</p>	<p>Eastern Washington University Department of Theatre and Film Pete Porter – Chair of Theatre & Film Department and Associate Professor RTV107 Cheney, WA 90004 Phone: 509-359-6388 Email: pporter@ewu.edu Website: https://www.ewu.edu</p>		<p>Email</p>	
<p>23 Added 10/1/2016</p>	<p>Eastern Washington University Women's Studies Center – Micki Werner 526 5th Street, MS 166 Cheney, WA 99004-2431 Phone: 509-359-2847 Website: www.ewu.edu</p>		<p>Letter</p>	
<p>24 Added 10/1/2016</p>	<p>Eastern Washington University Journalism Program Bill Stemson 526 Fifth St Cheney, WA 90004 Phone: 509-359-6034 Email: wstemson@ewu.edu Website: https://www.ewu.edu</p>		<p>Email</p>	
<p>25 Added 10/1/2016</p>	<p>Edmonds Community College 2000 68th Ave. W Lynnwood, WA 98036 Phone: 425-640-1256 Fax: 425-640-1121 Email: careeractioncenter@edcc.edu Website: http://www.edcc.edu/default.html</p>		<p>Email</p>	
<p>26</p>	<p>Fort Simcoe Job Corps Center Jacque Green 40 Abella Lane White Swan, WA 98952 Phone: 509-874-2244 Fax: 509-874-2342 Email: green.jacque@jobcorps.org Website: www.fortsimcoe.jobcorps.gov</p>		<p>Email</p>	
<p>27 Added 10/1/2016</p>	<p>Gonzaga University Career Center & GAMP Karen Franks-Harding E. 500 Boone Ave. – MSC 2462 Spokane, WA 99258 Phone: 509-313-4234 Fax: 509-313-5872 Email: franks-harding@gonzaga.edu Website: handshake.com</p>		<p>Handshake</p>	

<p>28 Added 10/1/2016</p>	<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>		<p>Email</p>	
<p>29 Added 10/1/2016</p>	<p>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</p>		<p>Email</p>	
<p>30</p>	<p>Indeed.com 6433 Champion Grandview Way Building 1 Austin, TX 78750</p>		<p>Website</p>	<p>14</p>
<p>31</p>	<p>KAPP/KVEW Website P.O. Box 1749/601 N. Edison Yakima, WA 98907/Kennewick, WA 99336 Phone: 509-453-0351/509-735-8369 Website: www.yaktrinews.com</p>		<p>Website</p>	<p>13</p>
<p>32</p>	<p>KAPP TV All Employees/Employee Referrals/Internal Applicants/Employer Initiated P.O. Box 1749 Yakima, WA 98907 Phone: 509-453-0351 Fax: 509-453-3623 Website: www.yaktrinews.com</p>		<p>Posted on Company Bulletin Board</p>	
<p>33</p>	<p>KVEW TV All Employees/Employee Referrals/Internal Applicants/Employer Initiated 601 N. Edison Kennewick, WA 99336 Phone: 509-735-8369 Fax: 509-735-7889 Website: www.kvewtv.com</p>		<p>Posted on Company Bulletin Board</p>	<p>1</p>
<p>34</p>	<p>KXLY TV Wendy Peter, Human Resources 500 W. Boone Avenue Spokane, WA 99201 Phone: 509-324-4000 Email: wendyp@kxly.com Website: www.kxly.com</p>		<p>Email</p>	
<p>35 Added 10/1/2016</p>	<p>Lewis-Clark State College Career & Advising Services Reid Centennial Hall, Room 208 Lewiston, ID 83501 Phone: 208-792-2313 Fax: 208-792-2313</p>		<p>Email</p>	

	Email: dlybyer@lcsc.edu Website: http://www.lcsc.edu/			
36	Media Line Mark Shilstone P. O. Box 51909 Pacific Grove, CA 93950 Phone: 800-237-8073 Email: medialine@medialine.com Website: www.medialine.com		Email	
37 Added 10/1/2016	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		Email	
38	Morgan Murphy Media - WISC TV Jeff VerVoort Human Resources 7025 Raymond Road Madison, WI 53719 Phone: 608-271-5142 Fax: 608-278-5568 Email: jvervoort@wisctv.com Website: www.channel3000.com	Yes	Email	
39	Oregon Association of Broadcasters Shannon 7150 SW Hampton Street, Suite 240 Portland, OR 97223-8366 Phone: 503-443-2299 Fax: 503-443-2488 Email: Shannon@theoab.org Website: www.theoab.org		Email	
40 Added 10/1/2016	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: www.http://oregonstate.edu		Email	
41 Added 10/1/2016	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 https://myinterfase.com/plu/employer/home.aspx		Website	
42 Added	Portland State University Advising & Career Services			

10/1/2016	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://pdx.edu/		Email	
43	Queen B Radio Wisconsin, Inc Herb Cody 51 Means Drive Platteville, WI 53818 Phone: 608-349-2014 Fax: 608-349-2002 Email: hcody@queenbradio.com Website: www.news8000.com		Email	
44	Queen B Television, LLC, dba WKBT-TV Marsha Everson 141 S. 6 th Street LaCrosse, WI 54601 Phone: 608-782-4678 Fax: 608-782-4674 Email: meverson@wkb.com Website: www.news8000.com		Email	
45 Added 10/1/2016	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/		Email	
46 Added 10/1/2016	Seattle University Career Services 901 12 th Avenue PO. Box 222200 Seattle, WA 98122 Email: CareerServices@Seattleu.edu Website: https://seattleu-csm/sumplicity.com/employers		Website	
47	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, IN 46260 317-846-9000 Website: sbe.org/sections/jl_submit.php		Website	1
48 Added 10/1/2016	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	
49 Updated: 10/1/2016	Specs Howard School of Media Arts Video Advisor, Tony Sherock Kristin Burns, Dick Kernen	Yes	Email	

	19900 W. 9 Mile Rd #100 Southfield, MI 48075 Phone: 248-358-9000 Email: Tsherock@specshoward.edu dkernen@specshoward.edu kburns@specshoward.edu Website: www.specshoward.edu			
50 Added 10/1/2016	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://evergree.edu/		Email	
51 Added 10/1/2016	TheLadders.com 55 Water Street New York, NY 10041 Phone: 1-866-800-4640 Email: help@theladders.com Website: https://www.theladders.com/		Website	
52	TVJobs.com Mark Holloway P. O. Box 4116 Oceanside, CA 92052 Phone: 760-754-8177 Fax: 760-754-2115 Email: jobs@tvjobs.com Website: www.tvjobs.com		Website	
53 Added 10/1/2016	University of Idaho Career Services Idaho Commons Room 334 875 Perimeter Dr. MS2534 Moscow, ID 83844-2534 Phone: 208-885-6121 Fax: 208-885-2816 Email: careerservices@uidaho.edu Website: https://www.uidaho.edu/career-services Job Board: https://uidaho.joinhandshake.com		Handshake	
54	University of Idaho School of Journalism and Mass Media Diane McGarry 875 Perimeter Drive MS 3178 Moscow, ID 83844-3178 Phone: 208-885-6458 Fax: 208-885-6450 Email: dmcgarry@uidaho.edu Website: http://www.uidaho.edu/class/jamm		Email	
55 Added 10/1/2016	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		Email	

	Website: www.jour.umt.edu			
56 Added 10/1/2016	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: https://career.uoregon.edu/employers		Website	
57 Added 10/1/2016	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	
58 Added 10/1/2016	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	
59	Washington State Association of Broadcasters Char Myers 724 Columbia Street NW, Suite 310 Olympia, WA 98501 Phone: 360-705-0774 Fax: 360-705-0873 Email: wsabjobbank@comcast.net Website: www.wsab.org		Email	
60 Added 10/1/2016	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	
61	Washington State University Murrow College of Communication Lisa Laughter P. O. Box 642530 Pullman, WA 99164-2530 Phone: 509-335-7333 Fax: 509-335-3739 Email: laughterl@wsu.edu Website: www.wsu.edu		Email	
62	Washington State University Tri Cities Campus Julie Nelson 2170 University Drive Richland, WA 99352		Email	

	Phone: 509-372-7201 Email: janelson@tricity.wsu.edu Website: www.hrs.wsu.edu			
63 Added 10/1/2016	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		Email	
64 Added 10/1/2016	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		Email	
65	Worksource of Yakima Carol Cauthron 306 Division Street Yakima, WA 98902 Phone: 509-574-0163 Email: ccauthron@esd.wa.gov Website: www.WorkSourceWA.com		Website	
66	Worksource of Columbia Basin 815 N. Kellogg Street, Suite B Kennewick, WA 99336-8007 Phone: 509-734-5947 Website: www.WorkSourceWa.com		Website	
67	Yakama Indian Nation Tess French Box 151 Toppenish, WA 98948 Phone: 509-865-5121 Fax: 509-865-6719 Email: tessf@yakama.com Website: www.yakamanation.org		Email	

OTHER REFERRAL SOURCES

10/1/2016 – 9/30/2017

Number	Contact Information	Did source request notification	Notify via:	# of interviewees referred by source
1 (not all openings)	Career Builders.com 200 N. LaSalle Street Suite 1100 Chicago, IL 60601 Careerbuilder.com		Posted on Website	
2	Facebook 1 Hacker Way Menlo Park, CA 94025 650-308-7300 Facebook.com		Self posted	
3	Linkedin 2029 Stierlin C. Mountain View, CA 94043 650-687-3600 Linkedin.com		Self posted	1
4	Employee Referral			9
5	On Own			1
6	Rick Givers.com			1



**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.

Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

On Monday, October 31, 2016 our Social Media Manager was at Whitworth University- J-Day East participating in two social journalism workshops with Regional High School Students.

On Tuesday, November 8, 2016 our News Producer was speaking to 3rd and 4th graders at Rogers Adventist School in College Place, WA. Spoke to them about the process of deciding how to cover the 2016 Presidential Election, what if there is a recount and how will history be made with either Trump or Clinton winning the election.

On Tuesday, January 4, 2017 conducted an EEO Self Assessment. Participants were HR/Office Manager and VP/General Manager

On Wednesday, March 1, 2017 our HR Director attended the FUSE Career Fair at the Spokane Convention Center. . Talked with students from Eastern Washington University, Gonzaga University, Washington State University and Whitworth University about the current career opportunities that were available at KAPP/KVEW.

On Friday, April 21, 2017 3 students from CWU Communications Department did a job shadow at KVEW TV, observing the morning news meeting, read some scripts on set and watched the reporters make calls and write and edit their scripts.

On May 18, 2017, GMNW Anchor, Chief Meteorologist, GMNW Morning Reporter, GMNW Producer and the News Director participated in a panel talk/discussion with students at Central Washington University in Ellensburg, WA

On Wednesday, May 24, 2017 conducted an EEO Self Assessment. Participants were HR/Office Manager and VP/General Manager

On September 7, 2017 our News Producer visit Joy Veerka's 3rd and 4th grade class at Rogers Adventist School in College Place, WA to speak about coverage of the wildfires and tools journalists use to cover stories from the air and on the ground



**EEO Outreach Initiatives - Trainings
October 1, 2016 – September 30, 2017**

Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. Training included:

- October 10, 2016: Strata Training – VP/Gen Manager, National Sales Manager, Sales Assistant, Assistant Account Executive
- November 7, 2016: Wide Orbit Training - KVEW Receptionist
- December 19, 2016: Adventive Training - Production Personnel
- December 21, 2016: Adventive Training – VP/Gen Manager, Digital Sales Manager, Multi Media Account Executive, Account Executive
- January 25, 2016: Preventing Unlawful Harassment and Discrimination in the Workplace – All Employees
- March 6, 2017: Violent Intruder Training – KAPP Office Manager/Adm Ass/Programming
- February 28, March 1 and March 2, 2017: Gates Repack training – Chief Engineer and Asst Chief Engineer
- March 7, 2017: Comscore Training – Local Sales Manager, Digital Sales Manager,
- March 20, 2017: Legal News Seminar – News Anchors, Reporters, Vice Pres/Gen Mgr, Chief Engineer
- March 27, 2017 – March 31, 2017: Wide Orbit Production and Master Log Training – Front Desk/Admin Support
- April 2, 2017: Interdepartmental cross training – Front Desk/Admin Support
- May 6, 2017: 2017 Society of Professional Journalism Regional Conference – Asst. News Director
- May 8, 2017: Media Star Updated Webinar – KAPP Office Manager/Adm Asst/Programming
- September 21, 2017: Workplace Safety Training – 20 people from various departments