

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*	3/10/16	EEO Recruiter List	TVjobs.com	Kxly.com – 2 TVjobs.com – 1 University of Idaho – 1	6
Multi-Media Journalist*	7/14/16		Gonzaga University	Gonzaga University – 1 Employer Initiated - 1	
National Sales Asst.	3/25/16	EEO Recruiter List	Employee Referral	Employee referral – 1 Craigslist – 2 Indeed.com - 2	5
Radio & Digital Acct. Exec.*	5/9/16	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
Radio & Digital Acct. Exec.*	7/14/16				
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

<b>Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Past Year (this will be a raw number):</b>	<b>65</b>
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<b>Referral Sources</b>	<b># of Interviewees Referred</b>
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**

<b>Number</b>	<b>Contact Information</b>	<b>Did source request notification</b>	<b>Notify via:</b>	<b># of interviewees referred by source</b>
<b>1</b>	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		<b>Email</b>	
<b>2</b>	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		<b>Email</b>	
<b>3</b>	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		<b>Website</b>	
<b>4</b>	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		<b>Email</b>	
<b>5</b>	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: <u>www.bigbend.edu</u>	<b>Yes</b>	<b>Email</b>	

<b>6 Added July 2016</b>	Boise State University Career Center 1910 University Drive Boise, ID 83725-1310 Phone: 208-426-1747 Fax: 208-426-3437 Email: <a href="mailto:career@boisestate.edu">career@boisestate.edu</a> Website: <a href="http://www.boisestate.edu/">http://www.boisestate.edu/</a>		<b>Website</b>	
<b>7</b>	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: <a href="mailto:ccnmainfo@ccnma.org">ccnmainfo@ccnma.org</a> Website: <a href="http://www.ccnma.org">www.ccnma.org</a>		<b>Website</b>	
<b>8 Added July 2016</b>	Carroll College Career Services 1601 N. Benton Ave. Helena, MT 59625 Phone: 406-447-5532 Email: <a href="mailto:careers@carroll.edu">careers@carroll.edu</a> Website: <a href="http://www.carroll.edu/">http://www.carroll.edu/</a>		<b>Website</b>	
<b>9 Added July 2016</b>	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: <a href="mailto:career@cwu.edu">career@cwu.edu</a> Website: <a href="http://www.cwu.edu/">http://www.cwu.edu/</a>		<b>Website</b>	
<b>10 Added July 2016</b>	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: <a href="mailto:mitchelc@cwu.edu">mitchelc@cwu.edu</a> Website: <a href="http://www.cwu.edu/">http://www.cwu.edu/</a>		<b>Email</b>	
<b>11 Added July 2016</b>	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: <a href="mailto:jonward@cwu.edu">jonward@cwu.edu</a> <a href="mailto:lotus@cwu.edu">lotus@cwu.edu</a> Website: <a href="http://www.cwu.edu/">http://www.cwu.edu/</a>		<b>Email</b>	

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

<b>18</b>	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		<b>Email</b>	
<b>19</b>	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		<b>Email</b>	
<b>20</b>	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		<b>Website</b>	
<b>21</b> <b>Added</b> <b>July</b> <b>2016</b>	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/		<b>Email</b>	
<b>22</b> <b>Added</b> <b>July</b> <b>2016</b>	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/		<b>Email</b>	
<b>23</b> <b>Added</b> <b>July</b> <b>2016</b>	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/		<b>Email</b>	

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



<b>30</b>	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	<b>Yes</b>	<b>Email</b>	
<b>31</b>	Greater Spokane Incorporated Nancy Vanni 801 W. Riverside, Suite 100 Spokane, WA 99201 Phone: 509-624-1393 Fax: 509-747-0077 Email: <a href="mailto:info@greaterspokane.org">info@greaterspokane.org</a> Website: <a href="http://www.greaterspokane.org">www.greaterspokane.org</a>		<b>Website</b>	
<b>32</b> <b>Added</b> <b>Oct.</b> <b>2015</b>	Hiring our Heroes 1615 H. Street N.W. Washington, D.C. 20062-2000 Phone: Email: <a href="mailto:support@myhoh.org">support@myhoh.org</a> Website: <a href="http://www.myhoh.org">www.myhoh.org</a>		<b>Website</b>	
<b>33</b>	Idaho Department of Labor 317 W. Main Street Boise, ID 83735 Phone: 208-332-3570 Website: <a href="http://www.labor.idaho.gov">www.labor.idaho.gov</a>		<b>Website</b>	
<b>34</b>	Idaho State Association of Broadcasters Connie Searles 1674 W. Hill Road, Suite 3 Boise, ID 83702 Phone: 208-345-3072 Email: <a href="mailto:isba@qwestoffice.net">isba@qwestoffice.net</a> Website: <a href="http://www.idahobroadcasters.org">www.idahobroadcasters.org</a>		<b>Website</b>	
<b>35</b> <b>Added</b> <b>July</b> <b>2016</b>	Idaho State University Career Center Museum Building, Room 418 Campus Stop 8108 Pocatello, ID 83209 Phone: 208-282-2380 Fax: 208-282-4611 Email: <a href="mailto:careers@isu.edu">careers@isu.edu</a> Website: <a href="http://www.isu.edu/">http://www.isu.edu/</a>		<b>Website</b>	

<b>36</b>	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		<b>Email</b>	
<b>37 Added Oct. 2015</b>	Indeed.com 7501 N. Capital of Texas Highway, Bldg. B Austin, TX 78731 Phone: 800-462-5842 Website: www.indeed.com		<b>Website</b>	<b>17</b>
<b>38</b>	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		<b>Email</b>	
<b>39</b>	ITT Technical Institute Career Services Dennis Gagaoi 13518 East Indiana Avenue Spokane Valley, WA 99216-1589 Phone: 509-926-2900 Fax: 509-926-2908 Email: dgagaoi@itt-tech.edu Website: www.itt-tech.edu		<b>Email</b>	
<b>40</b>	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 / kviewtv.com	<b>Yes</b>	<b>Email</b>	
<b>41</b>	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		<b>Email</b>	<b>18</b>

<b>42</b>	KXLY.com 500 West Boone Avenue Spokane, WA 99201 Phone: Website: <a href="http://www.kxly.com">www.kxly.com</a>		<b>Website</b>	<b>10</b>
<b>43</b>	LDS Employment Resource Services 200 N. Mullan, Ste. 220 Spokane Valley, WA 99206 Phone: 509-928-2534 Fax: 509-922-3556 Email: <a href="mailto:wel-ec-spokane@ldschurch.org">wel-ec-spokane@ldschurch.org</a> Website: <a href="http://www.ldsjobs.org">www.ldsjobs.org</a>		<b>Email</b>	
<b>44</b> <b>Added</b> <b>July</b> <b>2016</b>	Lewis-Clark State College Career & Advising Services Reid Centennial Hall, Room 208 Lewiston, ID 83501 Phone: 208-792-2313 Fax: 208-792-2313 Email: <a href="mailto:dlybyer@lcsc.edu">dlybyer@lcsc.edu</a> Website: <a href="http://www.lcsc.edu/">http://www.lcsc.edu/</a>		<b>Website</b>	
<b>45</b>	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: <a href="mailto:cbetancourth@mlkspokane.org">cbetancourth@mlkspokane.org</a> Website: <a href="http://www.mlkspokane.org">www.mlkspokane.org</a>		<b>Fax</b>	
<b>46</b>	Media Match Inc. P.O. Box 48220 Los Angeles, CA 90048 Phone: N/A Email: <a href="mailto:info@media-match.com">info@media-match.com</a> Website: <a href="http://www.media-match.com/usa/media">www.media-match.com/usa/media</a>		<b>Website</b>	
<b>47</b>	Medialine Rich Everitt 1209 Wood Valley Road August, GA 30909 Phone: 706-364-7564 Email: <a href="mailto:rich@medialine.com">rich@medialine.com</a> Website: <a href="http://www.medialine.com">www.medialine.com</a>		<b>Email</b>	

<b>48</b>	<p>Miryam's House of Transition  Ami Manning  1805 West 9th Avenue  Spokane, WA 99204  Phone: 509-747-9222  Fax: 509-747-7261  Email: <a href="mailto:amanning@help4women.org">amanning@help4women.org</a>  Website: <a href="http://www.help4women.org">www.help4women.org</a></p>		<b>Email</b>	
<b>49 Added July 2016</b>	<p>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: <a href="mailto:success@montana.edu">success@montana.edu</a>  Website: <a href="http://www.montana.edu/">http://www.montana.edu/</a></p>		<b>Website</b>	
<b>50</b>	<p>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: <a href="mailto:jvervoort@wisctv.com">jvervoort@wisctv.com</a>  Website: <a href="http://www.channel3000.com">www.channel3000.com</a></p>	<b>Yes</b>	<b>Email</b>	
<b>51</b>	<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: <a href="mailto:career@nic.edu">career@nic.edu</a>  Website: <a href="http://www.nic.edu/career">www.nic.edu/career</a></p>		<b>Website</b>	
<b>52</b>	<p>Northeast Community Center  Tracy Swank  N. 4001 Cook  Spokane, WA 99207  Phone: 509-487-1603  Fax: 509-474-1027  Email: <a href="mailto:necommunitycenter@gmail.com">necommunitycenter@gmail.com</a>  Website: <a href="http://www.myspokane.net/necca">www.myspokane.net/necca</a></p>		<b>Email</b>	
<b>53</b>	<p>Oregon Association of Broadcasters  Keith Shipman  13500 SW Pacific Highway, #58-225  Portland, OR 97223  Phone: 503-443-2299  Email: <a href="mailto:theoab@theoab.org">theoab@theoab.org</a>  Website: <a href="http://www.theoab.org">www.theoab.org</a></p>		<b>Email</b>	

<b>54 Added July 2016</b>	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: <a href="mailto:Career.Services@oregonstate.edu">Career.Services@oregonstate.edu</a> Website: <a href="http://oregonstate.edu/">http://oregonstate.edu/</a>		<b>Website</b>	
<b>55 Added July 2016</b>	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: <a href="mailto:career@plu.edu">career@plu.edu</a> Website: <a href="http://www.plu.edu/">http://www.plu.edu/</a>		<b>Website</b>	
<b>56 Added July 2016</b>	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: <a href="mailto:careerconnect@pdx.edu">careerconnect@pdx.edu</a> Website: <a href="http://www.pdx.edu/">http://www.pdx.edu/</a>		<b>Website</b>	
<b>57</b>	QueenB Radio Wisconsin, Inc. Judy Boldt 51 Means Drive Platteville, WI 53818 Phone: 608-349-2014 Fax: 608-349-2002 Email: <a href="mailto:jbaldt@queenbradio.com">jbaldt@queenbradio.com</a>	<b>Yes</b>	<b>Email</b>	
<b>58</b>	QueenB Television, LLC, dba WKBT-TV Marsha Everson 141 S. 6th St. LaCrosse, WI 54601 Phone: 608-782-4678 Fax: 608-782-4674 Email: <a href="mailto:meverson@wkbt.com">meverson@wkbt.com</a> Website: <a href="http://www.news8000.com">www.news8000.com</a>	<b>Yes</b>	<b>Email</b>	
<b>59</b>	Radio & Television Business Report April McLynn P.O. Box 6633 Woodbridge, VA 22195 Phone: 703-490-3099 Email: <a href="mailto:aMclynn@rbr.com">aMclynn@rbr.com</a> Website: <a href="http://www.rbr.com">www.rbr.com</a>		<b>Website</b>	

<b>60 Added July 2016</b>	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: <a href="mailto:spucareercenter@spu.edu">spucareercenter@spu.edu</a> Website: <a href="http://spu.edu/">http://spu.edu/</a>		<b>Website</b>	
<b>61 Added July 2016</b>	Seattle University Career Services 901 12 <sup>th</sup> Ave. P.O. Box 222200 Seattle, WA 98122 Phone: 206-296-6080 Email: <a href="mailto:CareerServices@Seattleu.edu">CareerServices@Seattleu.edu</a> Website: <a href="https://www.seattleu.edu/">https://www.seattleu.edu/</a>		<b>Website</b>	
<b>62 Added July 2016</b>	SimplyHired.com 525 Almanor Ave., Suite 100 Sunnyvale, CA 94085 Phone: 650-254-9000 Fax: 650-254-9001 Email: <a href="mailto:support@simplyhired.com">support@simplyhired.com</a> Website: <a href="http://www.simplyhired.com/">http://www.simplyhired.com/</a>		<b>Website</b>	
<b>63</b>	Skills-Kin Program Coordinator Amanda Vazquez 4004 E. Boone Avenue Spokane, WA 99202 Phone: 509-326-6760 Fax: 509-327-3316 Email: <a href="mailto:avazquez@skills-kin.org">avazquez@skills-kin.org</a> Website: <a href="http://www.skills-kin.org">www.skills-kin.org</a>	<b>Yes</b>	<b>Email</b>	
<b>64</b>	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: <a href="mailto:nsurma@slstart.com">nsurma@slstart.com</a> Website: <a href="http://www.slstart.com">www.slstart.com</a>		<b>Email</b>	
<b>65 Added July 2016</b>	Southern Oregon University Office of Career Connections Hannon Library 113A 1250 Siskiyou Boulevard Ashland, OR 97520 Phone: 541-552-6131 Website: <a href="http://www2.sou.edu/">http://www2.sou.edu/</a>		<b>Website</b>	

<b>66</b>	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: <a href="mailto:nshiner@specshoward.edu">nshiner@specshoward.edu</a> <a href="mailto:tsherock@specshoward.edu">tsherock@specshoward.edu</a> <a href="mailto:dkernen@specshoward.edu">dkernen@specshoward.edu</a> <a href="mailto:kburns@specshoward.edu">kburns@specshoward.edu</a> Website: <a href="http://www.specshoward.edu">www.specshoward.edu</a>	Yes	Email	
<b>67</b>	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: <a href="http://www.scc.spokane.edu">www.scc.spokane.edu</a>		Website	
<b>68</b>	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: <a href="mailto:DeniseMcKinnon@scc.spokane.edu">DeniseMcKinnon@scc.spokane.edu</a> Website: <a href="http://www.iel.spokane.edu">www.iel.spokane.edu</a>		Email	
<b>69</b>	Spokane Craigslist 1381 9 <sup>th</sup> Ave. San Francisco, CA 94122 Phone: 415-566-6394 Website: <a href="http://www.spokane.craigslist.org">www.spokane.craigslist.org</a>		Website	3
<b>70</b>	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: <a href="mailto:mindy.smith@spokanefalls.edu">mindy.smith@spokanefalls.edu</a> Website: <a href="http://myinterfase.com/spokanefalls/employer">myinterfase.com/spokanefalls/employer</a>		Website	
<b>71</b>	Spokane Tribe of Indians Monica Tonasket Administrative Director P.O. Box 100 Wellpinit, WA 99040 Phone: 509-458-6538 Fax: 509-458-6556 Email: <a href="mailto:monicaw@spokanetribe.com">monicaw@spokanetribe.com</a> <a href="mailto:Robi.flett@spokanetribe.com">Robi.flett@spokanetribe.com</a> Website: <a href="http://www.spokanetribe.com">www.spokanetribe.com</a>		Email	

<b>72</b>	SpokaneHelpWanted.com 11 Abrams Road Central Valley, NY 10917 Phone: 800-365-8630 Email: EmployerSupport@RegionalHelpWanted.com Website: <a href="http://www.spokanehelpwanted.com">www.spokanehelpwanted.com</a>		<b>Website</b>	<b>2</b>
<b>73</b> <b>Added</b> <b>July</b> <b>2016</b>	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: <a href="mailto:careerdevelopment@evergreen.edu">careerdevelopment@evergreen.edu</a> Website: <a href="http://evergreen.edu/">http://evergreen.edu/</a>		<b>Website</b>	
<b>74</b> <b>Added</b> <b>July</b> <b>2016</b>	TheLadders.com 55 Water Street New York, NY 10041 Phone: 1-866-800-4640 Email: <a href="mailto:help@theladders.com">help@theladders.com</a> Website: <a href="https://www.theladders.com/">https://www.theladders.com/</a>		<b>Website</b>	
<b>75</b>	The Native Project Job Placement Coordinator 1803 W. Maxwell Spokane, WA 99201 Phone: 509-325-5502 Email: <a href="mailto:info@nativeproject.org">info@nativeproject.org</a> Website: <a href="http://www.nativeproject.org">www.nativeproject.org</a>		<b>Email</b>	
<b>76</b>	Transitional Living Center Job Placement Coordinator 3128 North Hemlock Spokane, WA 99205 Phone: 509-325-2959 Email: <a href="mailto:bgarberg@help4women.org">bgarberg@help4women.org</a> Website: <a href="http://www.help4women.org">www.help4women.org</a>		<b>Email</b>	
<b>77</b>	Transitions Jamie Borgan 3102 W. Ft. George Wright Dr. Spokane, WA 99224 Phone: 509-328-6702 Fax: 509-325-9877 Email: <a href="mailto:jborgan@help4women.org">jborgan@help4women.org</a> Website: <a href="http://help4women.org">http://help4women.org</a>		<b>Email</b>	



<b>78</b>	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		<b>Email</b>	<b>1</b>
<b>79</b>	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		<b>Email</b>	
<b>80</b>	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: <a href="http://www.uidaho.edu/career-services">www.uidaho.edu/career-services</a> Job Board: <a href="https://uidaho.joinhandshake.com">https://uidaho.joinhandshake.com</a>		<b>Website</b>	<b>1</b>
<b>81</b>	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		<b>Website</b>	
<b>82</b>	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		<b>Website</b>	
<b>83</b>	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		<b>Letter</b>	

<b>84 Added July 2016</b>	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: <a href="mailto:career@up.edu">career@up.edu</a> Website: <a href="http://www.up.edu/">http://www.up.edu/</a>		<b>Website</b>	
<b>85</b>	University of Washington Office of Minority Affairs Ruth Shigemi Box 355845 Seattle, WA 98195-5845 Phone: 206-221-2842 Fax: 206-543-2746 Email: <a href="mailto:rshigemi@u.washington.edu">rshigemi@u.washington.edu</a> Website: <a href="http://www.uw.edu">www.uw.edu</a>		<b>Email</b>	
<b>86 Added July 2016</b>	Walla Walla Community College Career & Employment Services Center 500 Tausick Way Walla Walla, WA 99362 Phone: 509-527-4262 Fax: 509-524-4795 Website: <a href="http://www.wvcc.edu/">http://www.wvcc.edu/</a>		<b>Website</b>	
<b>87</b>	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: <a href="mailto:wsabjobbank@comcast.net">wsabjobbank@comcast.net</a> Website: <a href="http://www.wsab.org">www.wsab.org</a>		<b>Email</b>	
<b>88 Added July 2016</b>	Washington State Commission on Hispanic Affairs P.O. Box 40924 Olympia, WA 98504 Phone: 360-725-5661 Email: <a href="mailto:hispanic@cha.wa.gov">hispanic@cha.wa.gov</a> Website: <a href="http://cha.wa.gov/">http://cha.wa.gov/</a>		<b>Email</b>	
<b>89 Added July 2016</b>	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: <a href="mailto:employer.relations@wsu.edu">employer.relations@wsu.edu</a> Website: <a href="https://wsu.edu/">https://wsu.edu/</a>		<b>Website</b>	

<b>90</b>	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	<b>Yes</b>	<b>Email</b>	
<b>91</b> <b>Added</b> <b>July</b> <b>2016</b>	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		<b>Website</b>	
<b>92</b>	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: <a href="http://www.westcentralcc.org">www.westcentralcc.org</a>		<b>Email</b>	
<b>93</b> <b>Added</b> <b>July</b> <b>2016</b>	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/		<b>Website</b>	
<b>94</b> <b>Added</b> <b>July</b> <b>2016</b>	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/		<b>Website</b>	
<b>95</b>	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: <a href="http://www.whitman.edu">www.whitman.edu</a>		<b>Website</b>	

<b>96</b>	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: <a href="http://www.whitworth.edu">www.whitworth.edu</a>		<b>Website</b>	
<b>97</b>	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: <a href="http://www.go2worksource.com">www.go2worksource.com</a>		<b>Website</b>	<b>2</b>
<b>98</b>	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: <a href="http://yakamanation-nsn.gov">yakamanation-nsn.gov</a>		<b>Email</b>	
<b>99</b>	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: <a href="http://www.yfaconnections.org">www.yfaconnections.org</a>		<b>Email</b>	
<b>100</b>	YMCA Herb Hylton 1126 N. Monroe Spokane, WA 99201 Phone: 509-838-3577 Fax: 509-393-4096 Email: hhylton@ymcaspokane.org Website: <a href="http://www.ymcaspokane.org">www.ymcaspokane.org</a>		<b>Email</b>	
<b>101</b>	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: <a href="http://ywcaspokane.org">ywcaspokane.org</a>		<b>Email</b>	

**OTHER REFERRAL SOURCES****10/1/2015 – 9/30/2016**

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

**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

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**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

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