

**KREM, KSKN**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2018 - September 27, 2019**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Weekend Anchor/MSJ	1-4, 6-7, 11-12, 14-15, 19-22, 24-27	20
Multi-Skilled Journalist	1-3, 6-7, 11-12, 14-15, 20-22, 24-27	20
Broadcast Director	1-3, 6-8, 11-12, 14-15, 21-22, 24-27	8
Weather Anchor/MSJ	1-3, 6-7, 11-12, 14-16, 21-22, 24-27	16
Major Account Sales Manager	1-3, 6-7, 11-15, 21-22, 24-27	13
Account Executive	13	13
Digital Account Manager	1-3, 6-7, 11-12, 14-15, 20-22, 24-27	20
Sports Director/MSJ	1-3, 6-7, 9, 11-12, 14-15, 21-22, 24-27	9
Account Manager	1-3, 6-7, 10-12, 14-15, 21-22, 24-27	10
Producer	1-3, 6-8, 11-12, 14-15, 21-22, 24-27	8
Editor/Photographer	1-3, 6-8, 11-12, 14-15, 20-22, 24-27	20
Weekend Anchor/MSJ	1-3, 6-8, 11-12, 14-15, 21-22, 24-27	8
Weekend Sports Anchor/MSJ	1-3, 6-7, 11-12, 14-16, 21-22, 24-27	16
Producer	1-3, 6-8, 11-12, 14-15, 21-22, 24-27	8
Sales Assistant	1-3, 6-7, 11-15, 21-22, 24-27	13
Multi-Skilled Journalist	1-3, 6-7, 11-12, 14-15, 20-22, 24-27	20
Creative Services Commercial Producer	1-3, 6-7, 11-12, 14-15, 20-22, 24-27	20
IT Specialist	1-3, 6-8, 11-12, 14-15, 21-22, 24-27	8
IT Specialist	1-3, 6-8, 11-12, 14-15, 21-22, 24-27	8
Sales Assistant	1-3, 6-7, 11-12, 14-16, 21-22, 24-27	16
Account Manager - New Business Development	1-3, 5-7, 11-12, 14-18, 21-27	16
Multi-Skilled Journalist (MSJ)	1-3, 6-7, 11-12, 14-16, 21-22, 24-27	16
Major Account Executive	1-3, 6-7, 11-12, 14-16, 21-22, 24-27	16

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AARP Foundation -Work Search 222 W. Mission Ave Suite 118 Spokane, Washington 99201 Phone : 509-325-7712 Email : scsreiter@aol.com Fax : 1-509-325-7729 Annie Shaw	N	0
2	American Indian Community Center 801 E. 2nd Ave Suite 10 Spokane, Washington 99202 Phone : 509-535-0880 Url : <a href="http://www.aiccinc.ning.com">http://www.aiccinc.ning.com</a> Fax : 1-509-534-7210 Community Organization	N	0
3	Career Builder 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Online Job Listings Manual Posting	N	2
4	Current Employee/Internal Promotion	N	1
5	East Center Community Center 500 S. Stone Street Spokane, Washington 99201 Phone : 509-625-6699 Email : sellis@spokanecity.org Fax : 1-509-625-6915 Community Organization	N	0
6	Eastern Washington University - Career Services 114 Showalter Hall Cheney, Washington Phone : 509-359-6365 Url : <a href="https://ewu-scm.symplicity.com/employers">https://ewu-scm.symplicity.com/employers</a> Email : careers@ewu.edu Career Office	N	0
7	Gonzaga University 502 E. Boone Ave MSC2462 Spokane, Washington 99258 Phone : 509-313-4231 Email : careercenter@gonzaga.edu Mary Ritter Heitkemper	N	0
8	Indeed.com	N	8
9	Internal Hire	N	1

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10	Internal Transfer/Promotion	N	1
11	Juju juju.com New York, New York 10003 Online Job Listings Manual Posting	N	0
12	LDS Employment Resource Services 200 N. Mullan Suite 220 Spokane, Washington 99206 Phone : 509-928-2534 Email : wel-ec-spokane@ldschurch.org Fax : 1-509-922-3556 Bret Clifton	N	0
13	Linked In	N	3
14	Martin Luther King Jr Family Outreach Center 845 Sherman Street Spokane, Washington 99202 Phone : 509-455-8722 Url : <a href="http://www.mlksokane.org">http://www.mlksokane.org</a> Email : fes@mlksokane.org Fax : 1-509-455-3643 Community Organization	N	0
15	Northeast Community Center 4001 N. Cook Street Spokane, Washington 99207 Phone : 509-487-1603 Email : aburnett.necca@gmail.com Fax : 1-509-489-3849 Amber Burnett	N	0
16	Other Source	N	6
17	Spokane Community College - Workforce Education & Career Services 1820 N. Green Street MS2063 Spokane, Washington 99217 Phone : 509-533-8678 Email : lwilson@scc.spokane.edu Linda Wilson	N	0

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18	Spokane Falls Community College - Career & Student Employment 3410 W. Ft. George Wright Drive MS3172 Spokane, Washington Phone : 509-533-3540 Email : aaronc@spokanefalls.edu Fax : 1-509-533-4563 Career Office	N	0
19	Spokesman Review 999 West Riverside Avenue Spokane, Washington 99210 Phone : 509-459-5125 Email : commercialclass@spokesman.com Jean Robinson	N	0
20	Station Website	N	8
21	TVJobs.com PO Box 4116 Oceanside, California Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark Halloway	N	1
22	University of Montana - School of Journalism 32 Campus Drive Don Anderson Hall Missoula, Montana 59812 Phone : 406-243-4001 Url : <a href="http://www.jour.umt.edu">http://www.jour.umt.edu</a> Email : denise.dowling@mso.umt.edu Denise Dowling	N	0
23	Washington State Association of Broadcasters 724 Columbia Street NW Suite 310 Olympia, Washington 98501 Phone : 360-705-0774 Url : <a href="http://www.wsab.org">http://www.wsab.org</a> Email : wa-broadcasters@earthlink.net Char Myers	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Whitworth University 300 West Hawthorne Road Spokane, Washington 99251 Phone : 509-777-3272 Url : <a href="http://www.whitwork.edu/careerservices">http://www.whitwork.edu/careerservices</a> Email : <a href="mailto:careerservices@whitworth.edu">careerservices@whitworth.edu</a> Andrew Pyrc	N	0
25	WorkSource Spokane Business Solutions 130 S. Arthur Street Spokane, Washington 99202 Phone : 509-532-3136 Url : <a href="http://www.go2worksource.com">http://www.go2worksource.com</a> Email : <a href="mailto:jemiller@esd.wa.gov">jemiller@esd.wa.gov</a> Fax : 1-509-532-3186 Jeff Miller	N	0
26	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
27	YMCA Women's Resource Center 930 Monroe Street Spokane, Washington 99201 Phone : 509-326-1190 Fax : 1-509-326-1597 Community Organization	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>31</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	11/8/2018	Establishment of an intern program designed to assist members of the community	KREM-TV actively recruits students attending accredited colleges and universities. Our program offers the student/interns active participation in a professional broadcast setting. The intern experiences the live work environment gaining real-world hands on experience that cannot be obtained in the classroom. These paid interns also earn academic credit for their participation in the program. Internships primarily support news, but can touch other departments as well. During the reporting period, KREM hired and trained 2 intern(s) for three-month assignments.	1	News Director
2	1/7/2019	Participation in events or programs sponsored by educational institutions	The team visited University High School and met with 28 vocational students to talk to them about careers in television production.	3	Head of Operations Technical Director Broadcast Technician
3	2/25/2019	Establishment of training programs for station personnel	GM and DOS National Sales Meeting in New Orleans	2	General Manager Director of Sales
4	4/1/2019	Participation in events sponsored by community groups	Participation in a mentoring program working with two transitioning veterans.	1	General Manager
5	4/26/2019	Participation in events or programs sponsored by educational institutions	The team visited Sally Sage School and met with 12 students to talk to them about careers in television production.	3	Head of Operations Technical Director Broadcast Technician
6	5/7/2019	Participation in events or programs sponsored by educational institutions	The team visited Laura Anderson CDA Homeschool and met with 15 students to talk to them about careers in television production.	3	Head of Operations Technical Director Broadcast Technician
7	5/9/2019	Participation in events or programs sponsored by educational institutions	Conducted a presentation for the Career College and Life Readiness class at Salk Middle School reaching about 160 students about a career in local tv news.	1	Broadcast Television Dir
8	5/9/2019	Participation in events or programs sponsored by educational institutions	The team visited Salk Middle School and met with students to talk to them about careers in television production.	3	Head of Operations Technical Director Broadcast Technician
9	5/23/2019	Participation in Job Fairs	Participated in the Workforce Spokane Job Fair on May 23, 2019 sharing our open roles and meeting with job candidates.	1	General Manager

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10	5/28/2019	Participation in events or programs sponsored by educational institutions	The team visited Balboa Elementary School and met with 40 students to talk to them about careers in television production.	3	Head of Operations Technical Director Broadcast Technician
11	6/3/2019	Establishment of training programs for station personnel	Journalism Ethics & Social Media Training - TEGNA updated the Principles of Ethical Journalism and Social Media policies to match the Company's guiding principles including truth, independence, public interest, fair play and integrity. This new training was developed and targeted to all staff that contribute in any way to a TV or digital news or entertainment product	62	Dir Digital Producer Journalist News Director
12	8/2/2019	Participation in events sponsored by community groups	Participation in WSAB Media Summit with Senator Cantwell on October 2 2019.	1	General Manager