

2017 Annual EEO Public File Report

Station: KSPS-TV
Licensee: Friends of KSPS
Community of License: Spokane, Washington
Reporting Period: October 1, 2016 – September 30, 2017
No. of Full-time Employees: More than 10

FULL-TIME POSITIONS FILLED

During the Reporting Period, three (3) full-time positions and one (1) part time position were interviewed for and filled:

<u>Position</u>	<u>Sources</u>	<u># Interviewed</u>	<u># Hired</u>
Facility IT Administrator	Spokesman Review (Newspaper/Website)	3	0
	Employee Referral	0	0
	Internal Candidate	0	0
	Corporation for Public Broadcasting	0	0
	Craigslist	0	0
	Work Source Washington	0	0
	Ksps.org	0	0
	Did not cite source	0	0
	Indeed	1	1

RECRUITMENT SOURCE INFORMATION

Spokesman Review (Newspaper/Website) - Scott Baumbach, 999 W. Riverside, Spokane WA99201
Corporation for Public Broadcasting – Carole Mah, 401 Ninth Street, Washington DC 20004
ksps.org – Doug Minor, 3911 S. Regal Street, Spokane, WA 99223
Work Source Washington – fortress.wa.gov/esd/worksource
Indeed-www.indeed.com

Position	Sources	# Interviewed	# Hired
Membership Director:	Spokesman Review (Newspaper/Website)	0	0
	Employee Referral	0	0
	Internal Candidate	0	0
	Corporation for Public Broadcasting	0	0
	Work Source Washington	0	0
	Ksps.org	0	0
	Did not cite source	2	0
	Indeed	2	1

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 Corporation for Public Broadcasting – Carole Mah, 401 Ninth Street, Washington DC 20004
 ksps.org – Doug Minor, 3911 S. Regal Street, Spokane, WA 99223
 Work Source Washington – fortress.wa.gov/esd/worksource
 Indeed-www.indeed.com

Position	Sources	# Interviewed	# Hired
Education Director:	Spokesman Review (Newspaper/Website)	1	0
	Employee Referral	0	0
	Internal Candidate	0	0
	Corporation for Public Broadcasting	0	0
	Work Source Washington	0	0
	Ksps.org	0	0

Current KSPS Volunteer	0	0
Did not cite source	1	0
Indeed	2	1

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Spokesman Review (Newspaper/Website) - Scott Baumbach, 999 W. Riverside, Spokane WA 99201
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Position	Sources	# Interviewed	# Hired
Master Control Operator:	Spokesman Review (Newspaper/Website)	0	0
	Employee Referral	0	0
	Internal Candidate	0	0
	Corporation for Public Broadcasting	0	0
	Work Source Washington	0	0
	Ksp.org	0	0
	Current KSPS Volunteer	0	0
	Did not cite source	3	0
	Indeed	1	1

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Spokesman Review (Newspaper/Website) - Scott Baumbach, 999 W. Riverside, Spokane WA99201
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LONG-TERM/SUPPLEMENTAL INITIATIVES

KSPS engaged in the following education/outreach efforts during the past year:

1) Hosting Job Fair – Media Fest (March 2017) – For the third time, KSPS Public Television and The Northwest Alliance for Responsible Media (NW-ARM) hosted MediaFest, an intensive seminar for Spokane high school students. Students heard lectures from local media professionals representing Television, Radio, Print, Documentaries, and Videography. They also toured the KSPS studio, enjoyed lunch with a pro, participated in media consumption workshops, and experienced full immersion into the modern media world. This program continues to grow and we hope to expand it to other area school districts.

2) Internship Program – (January-April 2017) KSPS Digital Marketing Specialist Carl Heidle mentored an intern from North Idaho College on website development. (January –April 2017) He also supervised an intern from Eastern Washington University who worked on several projects (May-July 2017) and is now working for KSPS as a part-time production Assistant.

3) Participation in other programs designed to promote outreach generally -

(August 2017) KSPS hosted The Wall That Heals – the travelling replica of the Vietnam Memorial. We took the occasion to honor the service of local Vietnam veterans from our area who made the ultimate sacrifice. More than 12,500 people visited the Wall over the 4 days. We've also hosted several community forums on the Vietnam War in conjunction with Eastern Washington University.

(August 2017) FitKids Day – This outdoor event has now become a tradition after 5 years. This year nearly a thousand children of all ages came out to see Daniel Tiger, and, more importantly, spend most of the day running, jumping and playing. There were also booths with great information for parents, and healthy snacks for all.

4) Participation in events or programs with educational institutions relating to career opportunities in broadcasting

During the past year, KSPS has hosted students from the following:

Spokane Community College
HomeSchool parents and students
Spokane Public Schools – Summer Day Camps
Summer Express – a Child Care program run by Spokane Public Schools

All of our tours include a welcome and Q&A with members of the KSPS team – including the General Manager, Development Director and members of the Operations and Production Teams. In addition tour groups can see the control room, studios (sometimes including a green screen demonstration,) and the Master Control Room.

Development Director Dawn Bayman serves on the Executive Board of the Northwest Alliance for Responsible Media. Based out of Gonzaga University, NWARD is an organization that monitors the

influence of news and entertainment media, educating the community about this influence, and working to create a thriving cultural environment for all current and future media members.

5) Community events to inform and educate members of the public as to employment opportunities in broadcasting

(November 2016) As we have in years past, KSPS hosts members of this year's Leadership Spokane Class. This class is made up of executives who are on the fast track in their organizations, or business leaders looking to find out more about the city and the region. At KSPS, we highlight the importance of public television, and the need for engineers and other technical positions.

(March 2017) 50 Hour Slam – KSPS hosts the opening night of this event in which diverse groups of filmmakers have 50 hours to write, cast, produce and edit a short film. This event attracts people of all ages, races and backgrounds, and the winning film is shown on KSPS.

6) Training for management level personnel on EEO and anti-discrimination issues

February 2017 – As part of our Board Retreat, Pam DeCounter of Associated Industries conducted a Diversity training session, highlighting the importance and value of a diverse workforce.