



2020 Annual EEO Public File Report

Station: KSPS-TV
Licensee: Friends of KSPS
Community of License: Spokane, Washington
Reporting Period: October 1, 2019 – September 30, 2020
No. of Full-time Employees: More than 10

FULL-TIME POSITIONS FILLED

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

<u>Position</u>	<u>Sources</u>	<u># Interviewed</u>	<u># Hired</u>
Accounting/Administration Officer (Full Time):			
	Indeed	3	1
	Glassdoor	0	0
	Google For Jobs	1	0
	WSAB	0	0
	KSPS	0	0
	WA WorkSource	0	0
	Employee Referral	0	0
	Internal Candidate	0	0
	Northeast C.C.	0	0
	West Central C.C.	0	0

South Spokane C.C.	0	0
MLK East Central C.C.	0	0
Native American C.C.	0	0
Spokesman Review	0	0
Did not cite source	1	0

RECRUITMENT SOURCE INFORMATION

Indeed- www.indeed.com
 Glassdoor- www.glassdoor.com
 Google For Jobs – www.google.com
 Washington State Association of Broadcasting (WSAB)- Keith Shipman, kshipman@wsab.org
 KSPS – Abby Damerow, adamerow@ksp5.org
 WA WorkSource- <https://worksourcewa.com/>
 Northeast Community Center-Rosa Lopez, 487-1603, rlopez@necommunitycenter.net
 West Central Community Center- info@westcentral.org
 South Community Center- mreilly1950@outlook.com
 MLK East Central Community Center- Daniel Morales, dmorales@mlkspokane.org
 Native American Community Center- Kathy Richards, kathyr@aiccinc.org
 Spokesman Review- ads@spokesman.com

Position Sources # Interviewed #Hired

Membership Associate (Part Time):

Indeed	0	0
Glassdoor	0	0
Google For Jobs	0	0
WSAB	0	0
KSPS	0	0
Employee Referral	1	1
Internal Candidate	0	0
Northeast C.C.	0	0
West Central C.C.	0	0
South Spokane C.C.	0	0
MLK East Central C.C.	0	0

Native American C.C.	0	0
Did not cite source	0	0

RECRUITMENT SOURCE INFORMATION

KSPS – Dawn Bayman, DawnB@ksps.org

LONG-TERM/SUPPLEMENTAL INITIATIVES

KSPS engaged in the following education/outreach in the past year

1) Hosting a Job Fair –

(April 2019) – 8th Grade Career Fair & (November 2019) – 5th Grade Career Fair: KSPS had a booth at both Career Fair’s - sponsored by Spokane Public Schools. In addition to Career Counseling opportunities, we also provided information about our online initiative Career Explore Northwest, which features profile of different businesses and the jobs/opportunities available. Students from all over the City of Spokane, Spokane County and Spokane Valley attended.

2) Internship Program –

(Fall 2019 through present) - Our Education Director Bukola Breczinski has worked with several graduate students in the past year to advance our award-winning education mission: Rosemarie Colon and Ali Ansari – continued work on our vast library of Northwest history and culture. Rosemarie and Ali continue to help create educational resources out of our documentaries and Northwest Profiles. Heather Ratterree also worked on the documentary project, as well helping create and curate content for our weekly At-Home Learning Resources and Activities newsletter.

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

(August 2019) FitKids Day – Our 7th edition of FitKids Day was another great day for families of all types and sizes and ages. More than 1,500 attended with visits from Daniel Tiger, Clifford the Big Red Dog, and other furry friends.

(September 2019) – Development Director Dawn Bayman and Major Gifts Officer Sandra Kernerman hosted several screenings of the Downton Abbey Movie in Spokane, Calgary and Edmonton. The screenings provided an opportunity to speak about the impact KSPS provides in those communities to 500 attendees.

(September 2019) - presentation to the Northside Spokane Kiwanis regarding fall programming, specifically Ken Burns’ Country Music series, and the impact of public media to local communities.

(September 2019)- We held a concert to promote Ken Burns' Country Music series with Wylie and the Wild West at Spokane's Bing Crosby Theater. We promoted other KSPS activities, including our series of profiles of country musicians, to the crowd of about 400.

(September 2019) - We had a booth for four days at Spokane County Interstate Fair where our staff and volunteers answered attendees' questions about KSPS programs and activities including educational resources for children and families.

(October 2019) - As part of Sesame Street in the Communities, we were able to host (the official Sesame Street) Elmo at Green Bluff Farms with nearly 600 adults and children attending. We also held several library Storytime events and had a table at Homeless Connect Spokane. It was a day long outreach event aimed at providing support services for homeless individuals and families. More than 300 people received coloring and activity books.

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

(October 2019) - Career Explore Presentation to Spokane Central Lions Club

(October 2019) – Presentation to the Spokane Workforce Council board

(October 2019) – Presentation to the senior class at North Central High School (325 students)

(November 2019)- Career Explore presentation to bio med teachers at East Valley HS

(December 2019) – Career Explore Presentation to the staff at East Valley HS

(March 2020) – Ferris High School Honor Society answered phones during our pledge drive

(Sept 2020) – Presentation to Career and Technical Education coordinators at Educational Service Districts across all of Washington State

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

(January 2020) - KSPS is a popular stop for each class of Leadership Spokane - this year's class was mix of business owners, rising executives and non-profit directors. Investments and Partnerships Director Dawn Bayman and General Manager Gary Stokes spoke to about a dozen members of this year's class about the challenges and opportunities of public media. In addition to the information session, they also had the chance to tour the station, including the studio, the control room and Master Control.

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

On August 5, 2019, attorney Angela Hayes of Associated Industries (our outsourced HR company,) presented our annual Anti-Discrimination and Harassment Prevention Seminar to all full and part-time employees , as well as interns. Following the station-wide presentation, there was a separate meeting for all KSPS managers on how to deal with different situations in the workplace. For members of the KSPS team who was not able/available for those meetings, one of our production team members recorded the presentation for future viewing. All team members signed a form attesting they attended the seminar or watched the video, and understood the KSPS policies pertaining to Harassment in any form.