

**ATTACHMENT B - PUBLIC FILE REPORT**

**EEO Public File Report**

New Northwest Broadcasters: Kennewick, WA

**KEGX (FM), KIOK (FM), KNLT (FM), KUJ (FM), KALE (AM), KTCR (AM)**

October 1, 2007– September 30, 2008

**Full-Time Positions Filled**

| <b>Full-Time Position</b> | <b>Position Title</b> | <b>Date Open</b> | <b>Date Filled</b> | <b>Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*</b> | <b>Number Interviewed</b> | <b>Number Hired</b> |
|---------------------------|-----------------------|------------------|--------------------|---|---------------------------|---------------------|
| 1                         | Traffic Assistant     | 9/30/07          | 11/5/07            | NNB Website   | 1                         | 0                   |
|                           |                       |                  |                    | All-Access  | 1                         | 0                   |
|                           |                       |                  |                    | Oregon Association Of Broadcasters  | 0                         | 0                   |
|                           |                       |                  |                    | Washington State Association of Broadcasters  | 0                         | 0                   |
|                           |                       |                  |                    | Tri-City Herald   | 11                        | 1                   |
|                           |                       |                  |                    | On-Air Announcements  | 6                         | 0                   |
|                           |                       |                  |                    | Personal Referral   | 1                         | 0                   |
| 2                         | Account Executive     | 10/15/07         | 1/15/08            | NNB Website   | 0                         | 0                   |
|                           |                       |                  |                    | On-Air Announcements  | 3                         | 0                   |
|                           |                       |                  |                    | Oregon Association of Broadcasters  | 0                         | 0                   |
|                           |                       |                  |                    | Washington State Association of Broadcasters  | 0                         | 0                   |
|                           |                       |                  |                    | All-Access  | 0                         | 0                   |
|                           |                       |                  |                    | Tri-City herald   | 5                         | 0                   |
|                           |                       |                  |                    | Yakima Herald   | 0                         | 0                   |
|                           |                       |                  |                    | Spokesman Review  | 0                         | 0                   |
|                           |                       |                  |                    | Lewiston Tribune  | 0                         | 0                   |
|                           |                       |                  |                    | The Wenatchee World   | 0                         | 0                   |
|                           |                       |                  |                    | East Oregonian  | 1                         | 0                   |
|                           |                       |                  |                    | Monster.com   | 0                         | 0                   |
|                           |                       |                  |                    | Personal Referral   | 2                         | 2                   |
| 1                         | Web Coordinator       | 3/1/08           | 5/5/08             | NNB Website   | 1                         | 0                   |

|   |   |          |        |  |   |   |
|---|---|----------|--------|--|---|---|
|   |   |          |        | On-Air Announcements                         | 2 | 0 |
|   |   |          |        | Personal Referral                            | 2 | 1 |
| 1 | Account Executive   | 10/15/07 | 7/7/08 | NNB Website                                  | 2 | 0 |
|   |   |          |        | On-Air Announcements                         | 1 | 0 |
|   |   |          |        | Oregon Association of Broadcasters           | 0 | 0 |
|   |   |          |        | Washington State Association of Broadcasters | 0 | 0 |
|   |   |          |        | All-Access                                   | 0 | 0 |
|   |   |          |        | Tri-City herald                              | 2 | 0 |
|   |   |          |        | Yakima Herald                                | 0 | 0 |
|   |   |          |        | Spokesman Review                             | 0 | 0 |
|   |   |          |        | Lewiston Tribune                             | 0 | 0 |
|   |   |          |        | The Wenatchee World                          | 0 | 0 |
|   |   |          |        | East Oregonian                               | 0 | 0 |
|   |   |          |        | Monster.com                                  | 0 | 0 |
|   |   |          |        | Personal Referral                            | 2 | 1 |
|   |   |          |        |  |   |   |
|   | * See Attached<br>List of<br>Recruitment<br>Sources for<br>Contact<br>Information |          |        |  |   |   |

**Information Regarding Recruitment Sources Contacted for Full-Time Vacancies**

| <b>No.</b> | <b>Recruitment Source</b>   | <b>Contact</b>                    | <b>Total Interviewed</b> | <b>Entitled to Notification</b> |
|------------|---|-----------------------------------|--------------------------|---------------------------------|
| 1          | All Access<br>28955 Pacific Coast Highway, suite 210 Malibu, CA 90265                                   | www.allaccess.com<br>310-457-6616 | 1                        | N                               |
| 2          | Washington State Association of Broadcasters<br>724 Columbia St., NW, Suite 310, Olympia, WA 98501-1249 | 360-705-0774                      | 0                        | N                               |
| 3          | NNB Website<br>WWW.NNBRADIO.COM   | Brian Ma<br>206-204-0213          | 4                        | N                               |
| 4          | Yakima Herald<br>114 N. 4th St., Yakima, WA 98901   | 509-452-7355                      | 0                        | N                               |
| 5          | Tri-City Herald<br>107 N. Cascade, Kennewick WA   | 509-582-1400                      | 18                       | N                               |
| 6          | Spokesman Review<br>999 W. Riverside Ave., Spokane, WA 99201  | Jean Robinson<br>509-459-5005     | 0                        | N                               |
| 7          | Lewiston Tribune<br>PO Box 957, Lewiston, ID 83501  | 208-743-9411                      | 0                        | N                               |
| 8          | The Wenatchee World<br>PO Box 1511, Wenatchee, WA 98807   | 509-664-7130                      | 0                        | N                               |
| 9          | East Orgonian<br>PO Box 1089, Pendleton, WA 97801   | 541-276-2211                      | 1                        | N                               |
| 10         | Oregon Association of Broadcasters<br>7150 SW Hampton St., Suite 240, Portland, OR 97223-8366           | Bill Johnston<br>503-443-2299     | 0                        | N                               |
| 11         | Media Staffing<br>www.mediastaffingnetwork.com  | Kate Glenn<br>810-385-4045        | 0                        | N                               |
| 12         | Monster.com<br>www.monster.com  |                                   | 0                        | N                               |
| 13         | Radio & Records, Inc.   |                                   | 0                        | N                               |

|    |   |              |    |   |
|----|---|--------------|----|---|
|    | 5055 Wilshire Blvd., Los Angeles, CA 90036            |              |    |   |
| 14 | On-Air Announcements                                  |              | 12 | N |
|    | 830 N. Columbia Center Blvd. B-2, Kennewick, WA 99336 | 509-783-0783 |    |   |
| 15 | Walk-ins, Referrals, Rehires                          |              | 7  | N |

**Prong 3 Longer-Term Recruitment Initiatives  
Implemented During Previous Year**

| <b>No.</b> | <b>Date</b>    | <b>Initiative</b>      | <b>Description</b>   | <b>Scope of Involvement</b> | <b>Personnel Involved</b>   |
|------------|----------------|------------------------|--|-----------------------------|---|
| 1          | 9/11/08        | Recruiting             | Work Source/Columbia Basin College Job Fair  | Sales Recruiting            | Cheryl Salomone, General Manager; Ken Olsen, Director of Sales; Angie DeSanti, Accounting Manager; Pauline Dennis, Sales Assistant. |
| 2          | 1/1/08-9/30/08 | Recruiting             | Media Staffing Network: Developed recruitment, interviewing, training and managing skills. Bi-weekly conference calls. | Recruiting/training         | NNB General Managers, Daryle Charlesworth, Corporate HR Director.   |
| 3          | 11/14/07       | Training<br>Recruiting | Pasco High School Mock Interview Day.  | Student Training            | Virgil Wallace, Operations Manager; Heath Brewster, Program Director  |