

- 1) The following is a list of all full-time vacancies filled by the Station's employment unit during the applicable period:

South Sound Broadcasting, LLC had no full-time vacancies during the applicable period.

- 2) Attached is a recruitment/referral source list used to fill the above-noted vacancies during the applicable period.

Not applicable during this reporting period.

- 3) The recruitment sources that referred hirees are as follows:

South Sound Broadcasting, LLC had no full-time vacancies during the applicable period.

- 4) The following data reflects total number of persons interviewed for full-time vacancies during the applicable period, and the total number of interviewees referred by recruitment source:

South Sound Broadcasting, LLC had no full-time vacancies during the applicable period.

- 5) The following is a list and brief description of initiatives undertaken by the employment unit during the applicable period:

Our employment unit maintains an on-going internship and job shadowing program which was implemented to assist not only college students interested in all aspects of the radio broadcasting industry, but also members of the general public who may be interested in switching career fields.

On January 10, 2007 our EEO Manager provided a training/refresher course to station management regarding approved interviewing and hiring procedures that ensure equal opportunity during the hiring process.

Three groups of Cub Scouts toured the station (12/19/06, 04/11/07, and 06/14/07) during the reporting period to obtain information on how the radio broadcasting industry can be a helpful tool for the public, especially during emergency situations. The groups were also informed of the basic functions each department is responsible for within the station.

On August 31, 2007 Alan Archer, DJ, attended an event hosted by the Washington State Dept. of Social & Health Services. This event's main purpose was to acquaint attendees with cultural differences including various forms of music. During this event, which had approximately 800 in attendance, Alan answered many questions about the broadcast industry and aspects of radio broadcasting employment.

NARRATIVE STATEMENT

KFMY 97.7 The Eagle serves the South Sound region of Western Washington. We provide equal employment opportunities to all job applicants. Our station's employment unit utilizes broad and inclusive outreach when compiling qualified job applicant lists from our ethnically diverse community.

The following policies and procedures are followed by our employment unit to insure all interested applicants, both within and outside our immediate community, can learn about and obtain information regarding our current and upcoming job vacancies, as well as our company's application procedures and employment policies:

- 1) We submit employment notifications to all businesses and services on our List of Recruitment Sources as they become available.
- 2) We post employment notifications on our station website.
- 3) We inform current employees and interns of position openings. Our staff are encouraged to refer qualified applicants, and/or to apply themselves if they are interested and believe they are qualified.
- 4) Our employment application and all other written employment notices clearly state "South Sound Broadcasting, LLC is an equal opportunity employer."
- 5) Our employment unit routinely searches for and evaluates new employment advertising methods for ease of use and overall effectiveness.
- 6) We routinely review job shadowing and intern requests, and regularly welcome them into our company to help them explore and experience what a career in radio broadcasting consists of. Part-time employment opportunities are occasionally filled by motivated job shadowing and intern applicants.