

E. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During Reporting Period: None

F. Total Number of Interviewees for All Full-Time Vacancies Filled During Reporting Period Per Recruitment/Referral Sources: None

Recruitment Source	Number of Interviewees Referred
Employee Referral	0
Internet/Web Site	0
Walk-in/Self Referral	0
Newspaper (Longview Daily News)	0
Radio Ads on KUKN and KLOG	0
Trade Paper (specify)	0
Other (Temp Service)	0
Personal recruiting/referral	0

WASHINGTON INTERSTATE BROADCASTING COMPANY, INC.

EEO OUTREACH ACTIVITIES

October 1, 2014 – October 1, 2015

Washington Interstate Broadcasting Company, Inc. (“WIBC”), during the past year, has employed a comprehensive outreach and recruitment program designed to widely disseminate information regarding full-time job opportunities at its stations.

Every six months, WIBC stations air a Public Notice Press Release and the stations also send a Press release to the Daily News, Longview’s daily newspaper, inviting community groups, minority organizations and interested civic organizations to notify station management if its group would like to be notified regarding each new, full-time job opening. To date, no local group has expressed any interest in receiving information regarding any job openings. The licensee plans to continue its advertising and Press Release efforts with the hope that local groups might soon be interested in receiving such information.

WIBC advertises all of its job openings in the local newspaper.

The licensee has selected the following menu options:

1. Participate in other activities than the ones listed that the licensee has designed to further the goal of disseminating information about employment opportunities.
2. Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

During this period, the unit sponsored one “Open House” event on January 21, 2015. The purpose was to introduce members of the community to the opportunities in broadcasting. The unit supported the open house events with advertising on its stations. No one attended the Open House.

In addition to the “Open House”, the unit participated in a Job Fair sponsored by the Youth and Family Link on September 24, 2015. The purpose was to introduce members of the community to the opportunities in broadcasting. 200 people visited with KUKN’s General Manager and Office Manager.

During this period, the station manager continued training to ensure equal employment opportunity and preventing discrimination. Additionally, the program director/general manager and the office manager reviewed additional sections of the book, EEO Law and Personnel by Arthur Gutman. Specifically, they studied chapter 7: Affirmative Action.

EEO Press Release
Newspaper, Radio and Mailing



Your Locally Owned Stations

July 6, 2015

Press Release:

Washington Interstate Broadcasting announced today that, in keeping with the rules and regulations of the Federal Communications Commission, it is seeking to involve qualified community groups in the dissemination of all job vacancy information at Washington Interstate Broadcasting. If your community group or government bureau would like to be kept informed of all full-time job openings at Washington Interstate Broadcasting, simply contact Mr. Joel Hanson at Washington Interstate Broadcasting, P.O. Box 90 Kelso, Wa. 98626. The Station will put your group on a list of qualified community groups which will automatically receive notification of all future full-time job vacancies at Washington Interstate Broadcasting.

PO Box 90 • Kelso, Washington 98626 • P: 360-636-0110 • F: 360-577-6949

www.KLOG.com

www.KUKN.com

www.1015thewave.com

INVOICE



Invoice #: MC-115012558
 Invoice Date: 01/31/2015
 Contract #: 459204791
 Page: 1
 Net Amount Due: \$0.00

Advertiser: KLOG-KUKN PROMOS
 P.O. BOX 90
 KELSO, WA 98626

Station(s): KLOG-AM
 KUKN-FM

Advertiser: KLOG-KUKN PROMOS
 Product: EEO POSTING
 Estimate #:
 Agency Client Code:
 Buyer Name:

Salesperson(s): Joel Hanson
 Terms:

Day	Date	Time	Ln	Length	Product	ISCI	Rate
KLOG-AM							
MON	01/05/15	08:15a	1	30	EEO POSTING		\$0.00
MON	01/05/15	01:44p	1	30	EEO POSTING		\$0.00
TUE	01/06/15	10:27a	1	30	EEO POSTING		\$0.00
TUE	01/06/15	06:43p	1	30	EEO POSTING		\$0.00
WED	01/07/15	07:12a	1	30	EEO POSTING		\$0.00
WED	01/07/15	10:58a	1	30	EEO POSTING		\$0.00
THU	01/08/15	10:27a	1	30	EEO POSTING		\$0.00
THU	01/08/15	05:44p	1	30	EEO POSTING		\$0.00
FRI	01/09/15	05:44p	1	30	EEO POSTING		\$0.00
FRI	01/09/15	07:29p	1	30	EEO POSTING		\$0.00
SUN	01/11/15	09:57p	1	30	EEO POSTING		\$0.00
KUKN-FM							
MON	01/05/15	08:20a	1	30	EEO POSTING		\$0.00
MON	01/05/15	09:54p	1	30	EEO POSTING		\$0.00
TUE	01/06/15	01:54p	1	30	EEO POSTING		\$0.00
TUE	01/06/15	03:54p	1	30	EEO POSTING		\$0.00
WED	01/07/15	07:20a	1	30	EEO POSTING		\$0.00
WED	01/07/15	05:44p	1	30	EEO POSTING		\$0.00
THU	01/08/15	02:56p	1	30	EEO POSTING		\$0.00
THU	01/08/15	07:55p	1	30	EEO POSTING		\$0.00
FRI	01/09/15	06:01a	1	30	EEO POSTING		\$0.00
FRI	01/09/15	08:55p	1	30	EEO POSTING		\$0.00
SAT	01/10/15	09:55a	1	30	EEO POSTING		\$0.00
SAT	01/10/15	04:44p	1	30	EEO POSTING		\$0.00
SUN	01/11/15	11:55a	1	30	EEO POSTING		\$0.00
SUN	01/11/15	12:54p	1	30	EEO POSTING		\$0.00

INVOICE



Invoice #: MC-115012558
Invoice Date: 01/31/2015
Contract #: 459204791
Page: 2
Net Amount Due: \$0.00

KLOG-AM
Total Spots: 11
Gross Amount: \$0.00
Agency Commission: \$0.00
Net Amount: \$0.00

KUKN-FM
Total Spots: 14
Gross Amount: \$0.00
Agency Commission: \$0.00
Net Amount: \$0.00

Remit To:
KLOG-KUKN-The Wave
P. O. Box 90
506 Cowlitz Way West
Kelso, WA 98626

Invoice Totals
Total Spots: 25
Gross Amount: \$0.00
Agency Commission: \$0.00
Net Amount Due: \$0.00

Script Affidavit

Agency:

Advertiser: Washington Interstate Broadcasting

Product: FCC EEO Posting

ISCI:

Copy Length: 30

This announcement was broadcast at the following times at the following rates on KLOG-KUKN station program log.

WASHINGTON INTERSTATE BROADCASTING IN KEEPING WITH THE RULES AND REGULATIONS OF THE FEDERAL COMMUNICATIONS COMMISSION IS SEEKING TO INVOLVE QUALIFIED COMMUNITY GROUPS IN THE DESEMINATION OF ALL JOB VACANCY INFORMATION AT THEIR STATIONS. IF YOUR QUALIFIED COMMUNITY GROUP OR GOVERNMENT BEURO WOULD LIKE TO BE KEPT INFORMED OF ALL FULL TIME JOB OPENINGS AT WASHINGTON INTERSTATE BROADCASTING CONTACT MR JOEL HANSON AT POST OFFICE BOX 90 KELSO WASHINGTON 98626 YOUR GROUP WILL BE PUT ON A LIST OF QUALIFIED COMMUNITY GROUPS WHICH WILL AUTOMATICALLY RECEIVE NOTIFICATIONS OF ALL FUTURE FULL TIME JOB VACANCIES AT WASHINGTON INTERSTATE BROADCASTING.

11 SPOTS AIRED ON KLOG @ NO CHARGE

14 SPOTS AIRED ON KUKN @ NO CHARGE

This announcement was broadcast 25 times, and were invoiced to this station KLOG-AM/KUKN-FM client on invoice

IN-MC-115012558 dated 01/31/2015 for \$0.00

The undersigned deposes and says that broadcasting service has been rendered by station in accordance with the attached invoice.

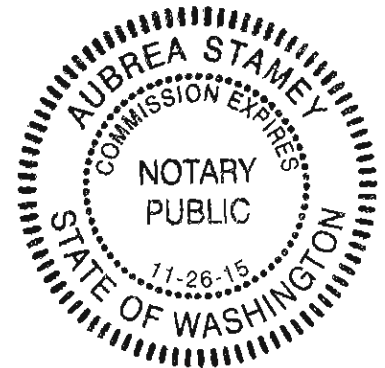
BY: Kyle Wickkala

State of Washington
County of Cowlitz

Subscribed and sworn to before me this 10 day of February 2015.

The above signed is personally known to me or proved to me on the basis of satisfactory evidence to be the person who appeared before me.

NOTARY PUBLIC, Aubrea Stamey
My commission expires: 11/26/2015





Your Locally Owned Stations

List of Organizations we send the EEO Posting:

Lower Columbia College
1600 Maple Street
Longview Wa 98632

Lower Columbia CAP
1526 Commerce Ave
Longview, WA 98632

Work Source
305 S Pacific Ave Kelso, WA 98626

Mark Morris High School
1602 Mark Morris Ct.
Longview, WA 98632

RA Long High School
2903 Nichols Blvd
Longview Wa 98632

Kelso High School
1904 Allen St • Kelso, WA 98626

Castle Rock High School
5180 West Side Highway, Castle Rock, WA 98611

Open House

INVOICE



Invoice #: MC-115012556
 Invoice Date: 01/31/2015
 Contract #: 459204792
 Page: 1
 Net Amount Due: \$0.00

Advertiser: KLOG-KUKN PROMOS
 P.O. BOX 90
 KELSO, WA 98626

Station(s): KLOG-AM
 KUKN-FM

Advertiser: KLOG-KUKN PROMOS
 Product: OPEN HOUSE
 Estimate #:
 Agency Client Code:
 Buyer Name:

Salesperson(s): Joel Hanson
 Terms:

Day	Date	Time	Ln	Length	Product	ISCI	Rate
KLOG-AM							
FRI	01/16/15	10:43a	1	30	FCC EEO OPEN HOUSE		\$0.00
FRI	01/16/15	12:28p	1	30	FCC EEO OPEN HOUSE		\$0.00
FRI	01/16/15	01:43p	1	30	FCC EEO OPEN HOUSE		\$0.00
FRI	01/16/15	03:28p	1	30	FCC EEO OPEN HOUSE		\$0.00
SAT	01/17/15	07:56a	1	30	FCC EEO OPEN HOUSE		\$0.00
SUN	01/18/15	08:58a	1	30	FCC EEO OPEN HOUSE		\$0.00
SUN	01/18/15	02:57p	1	30	FCC EEO OPEN HOUSE		\$0.00
SUN	01/18/15	04:57p	1	30	FCC EEO OPEN HOUSE		\$0.00
SUN	01/18/15	08:50p	1	30	FCC EEO OPEN HOUSE		\$0.00
MON	01/19/15	07:29a	1	30	FCC EEO OPEN HOUSE		\$0.00
MON	01/19/15	07:46a	1	30	FCC EEO OPEN HOUSE		\$0.00
MON	01/19/15	11:28a	1	30	FCC EEO OPEN HOUSE		\$0.00
MON	01/19/15	11:43a	1	30	FCC EEO OPEN HOUSE		\$0.00
TUE	01/20/15	06:36a	1	30	FCC EEO OPEN HOUSE		\$0.00
TUE	01/20/15	07:42a	1	30	FCC EEO OPEN HOUSE		\$0.00
TUE	01/20/15	08:15a	1	30	FCC EEO OPEN HOUSE		\$0.00
TUE	01/20/15	09:29a	1	30	FCC EEO OPEN HOUSE		\$0.00
WED	01/21/15	07:42a	2	30	FCC EEO OPEN HOUSE		\$0.00
WED	01/21/15	08:18a	2	30	FCC EEO OPEN HOUSE		\$0.00
WED	01/21/15	12:42p	2	30	FCC EEO OPEN HOUSE		\$0.00
WED	01/21/15	02:27p	2	30	FCC EEO OPEN HOUSE		\$0.00
KUKN-FM							
FRI	01/16/15	08:21a	1	30	FCC EEO OPEN HOUSE		\$0.00
FRI	01/16/15	10:35a	1	30	FCC EEO OPEN HOUSE		\$0.00
FRI	01/16/15	12:35p	1	30	FCC EEO OPEN HOUSE		\$0.00
FRI	01/16/15	03:46p	1	30	FCC EEO OPEN HOUSE		\$0.00
SAT	01/17/15	10:35a	1	30	FCC EEO OPEN HOUSE		\$0.00
SAT	01/17/15	02:56p	1	30	FCC EEO OPEN HOUSE		\$0.00
SAT	01/17/15	04:55p	1	30	FCC EEO OPEN HOUSE		\$0.00
SAT	01/17/15	05:55p	1	30	FCC EEO OPEN HOUSE		\$0.00
SUN	01/18/15	06:55a	1	30	FCC EEO OPEN HOUSE		\$0.00

INVOICE



Invoice #: MC-115012556
 Invoice Date: 01/31/2015
 Contract #: 459204792
 Page: 2
 Net Amount Due: \$0.00

Day	Date	Time	Ln	Length	Product	ISCI	Rate
SUN	01/18/15	07:54p	1	30	FCC EEO OPEN HOUSE		\$0.00
SUN	01/18/15	08:55p	1	30	FCC EEO OPEN HOUSE		\$0.00
SUN	01/18/15	09:55p	1	30	FCC EEO OPEN HOUSE		\$0.00
MON	01/19/15	06:01a	1	30	FCC EEO OPEN HOUSE		\$0.00
MON	01/19/15	11:56a	1	30	FCC EEO OPEN HOUSE		\$0.00
MON	01/19/15	01:34p	1	30	FCC EEO OPEN HOUSE		\$0.00
MON	01/19/15	06:46p	1	30	FCC EEO OPEN HOUSE		\$0.00
TUE	01/20/15	07:51a	1	30	FCC EEO OPEN HOUSE		\$0.00
TUE	01/20/15	09:44a	1	30	FCC EEO OPEN HOUSE		\$0.00
TUE	01/20/15	10:46a	1	30	FCC EEO OPEN HOUSE		\$0.00
TUE	01/20/15	01:44p	1	30	FCC EEO OPEN HOUSE		\$0.00
WED	01/21/15	06:04a	2	30	FCC EEO OPEN HOUSE		\$0.00
WED	01/21/15	07:41a	2	30	FCC EEO OPEN HOUSE		\$0.00
WED	01/21/15	09:46a	2	30	FCC EEO OPEN HOUSE		\$0.00
WED	01/21/15	02:35p	2	30	FCC EEO OPEN HOUSE		\$0.00

KLOG-AM

Total Spots: 21
 Gross Amount: \$0.00
 Agency Commission: \$0.00
 Net Amount: \$0.00

KUKN-FM

Total Spots: 24
 Gross Amount: \$0.00
 Agency Commission: \$0.00
 Net Amount: \$0.00

Remit To:
 KLOG-KUKN-The Wave
 P. O. Box 90
 506 Cowlitz Way West
 Kelso, WA 98626

Invoice Totals

Total Spots: 45
 Gross Amount: \$0.00
 Agency Commission: \$0.00
 Net Amount Due: \$0.00

Script Affidavit

Agency:

Advertiser: Washington Interstate Broadcasting

Product: FCC EEO Open House

ISCI:

Copy Length: 30

This announcement was broadcast at the following times at the following rates on KLOG-KUKN station program log.

WASHINGTON INTERSTATE BROADCASTING, IN ACCORDANCE WITH POLICIES OF THE FEDERAL COMMUNICATIONS COMMISSION, IS PRESENTING AN INFORMATION OPEN HOUSE ON WEDNESDAY, JANUARY 21ST AT 5PM. GENERAL INFORMATION ABOUT CAREERS IN RADIO BROADCASTING WILL BE PRESENTED. ANYONE INTERESTED IN ATTENDING MUST REGISTER IN ADVANCE BY CALLING 360-636-0110 DURING OFFICE HOURS, WEEKDAYS, 9AM TO 5PM.

21 SPOTS AIRED ON KLOG @ NO CHARGE

24 SPOTS AIRED ON KUKN @ NO CHARGE

This announcement was broadcast 45 times, and were invoiced to this station KLOG-AM/KUKN-FM client on invoice

IN-MC-115012556 dated 01/31/2015 for \$0.00

The undersigned deposes and says that broadcasting service has been rendered by station in accordance with the attached invoice.

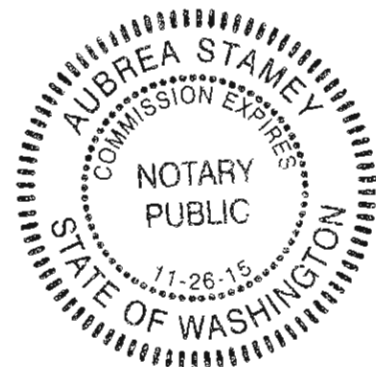
BY: Kyle Wirkkala

State of Washington
County of Cowlitz

Subscribed and sworn to before me this 10 day of February 20 15.

The above signed is personally known to me or proved to me on the basis of satisfactory evidence to be the person who appeared before me.

NOTARY PUBLIC, Aubrea Stamey
My commission expires: 11/26/2015



Job Fair

Script Affidavit

Agency:

Advertiser: KLOG-KUKN PROMOS

Product: COWLITZ COUNTY JOB FAIR PROMO

ISCI:

Copy Length: 30

This announcement was broadcast at the following times at the following rates on KLOG/KUKN/WAVE station program log.

COWLITZ COUNTY JOB FAIR

:30

Are you looking for work? The Cowlitz County Job Fair is this Thursday, September 24th at the Youth and Family Link at 907 Douglas St. It's free to meet with local businesses that are looking for help and ready to hire you. Find out more at Cowlitz County Job Fair on Facebook. Find a job at The Cowlitz County Job Fair, this Thursday from 3-5. It's brought to you by Goodwill, Worksource, Youth and Family Link, Pac Tech, Millennium Bulk, Johnson Logging and KLOG, Cookin' Country and 101-5 The Wave.

49 SPOTS AIRED @ NO CHARGE ON KLOG
68 SPOTS AIRED @ NO CHARGE ON KUKN
75 SPOTS AIRED @ NO CHARGE ON WAVE

This announcement was broadcast 192 times, and were invoiced to this station KLOG-AM/KUKN-FM/WAVE-FM client on invoice MC-115083271 dated 08/31/2015 for \$0.00

The undersigned deposes and says that broadcasting service has been rendered by station in accordance with the attached Invoice

BY: Jon Davidson

State of Washington
County of Cowlitz

Subscribed and sworn to before me this 1 day of December 2015

The above signed is personally known to me or proved to me on the basis of satisfactory evidence to be the person who appeared before me.

NOTARY PUBLIC, Aubrea Stamey
My commission expires: 11/26/19

