



**6) Total # of Interviewees Referred:** For the period from September 22, 2023 through September 21, 2024 this Employment Unit interviewed 9 interviewees for a full-time job.

**7) Supplemental Recruitment Initiatives.**

**(a) Initiative: Programs Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting.**

· KITI-AM & FM provide Job Shadowing opportunities to high school students on an ongoing basis throughout the year. Through the job shadowing experience, students are provided information regarding production duties, station logging, sales, and the day-to-day operations of a radio station. The students also learn about career opportunities in broadcasting. During this reporting period, two student participated in the program.

**(b) Initiative: Participation in Events Sponsored by Organizations Representing Groups Present in the Community**

· KITI-AM & FM's Station Manager participated in the Rotary/Trio Mentorship Day (conducted in cooperation with Centralia College) on February 21, 2024. One local high school student toured the facilities of the stations and was mentored for several hours. Through the experience, the student was provided information regarding on-air work and production duties, and any questions they had were answered.

**(c) Initiative: Internship program**

· KITI-AM & FM have an ongoing internship program open to college students and interested individuals. Participants acquire knowledge of the skills and attributes required for employment in broadcasting. The program provides a broad overview of the different departments in the radio stations and the associated responsibilities. The program allows interns to get firsthand knowledge of the functions of a radio station and exposure to the skills necessary for employment in the broadcast industry as they make their career selections. Specifically, the interns gain experience dealing with the ongoing operation of a radio station, gain experience in working with station staff in community outreach programs and gain on-air experience. During this reporting period, the station hosted two interns.

**(d) Initiative: Management Level EEO Training**

· On September 21, 2023, the Employment Unit's Station Manager reviewed the FCC's EEO FAQ ("EEO Frequently Asked Questions") at <https://www.fcc.gov/enforcement/eb-eeo/eeo-frequently-asked-questions>. The FAQ provides a wide-ranging guide to the FCC's EEO rules and policies.

**(e) Initiative: Job Fair.**

· The Centralia College Job for 2024 was cancelled. This is the only Job Fair that occurs in all of Lewis County. If the job fair returns in 2025, employment unit plans to participate.