

KING-TV, KONG-TV
EEO PUBLIC FILE REPORT
September 21, 2016 - September 20, 2017

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Anchor	1-10, 15-17, 19, 22-26, 30, 34-35, 37-38, 40, 42-45, 47-49, 51-56	19
Weather Anchor	1-2, 4-10, 15-17, 19-20, 22-26, 30, 34-35, 37-40, 42-49, 51-56	19
Weather Anchor	1-2, 4-10, 15-17, 19-20, 22-26, 30, 34-35, 37-40, 42-49, 51-56	48
Multi-Skilled Journalist (MSJ)	1-2, 4-5, 7-9, 12, 15-16, 19, 22-27, 30, 34-35, 37-38, 42-46, 48-49, 51-55	12
Multi-Skilled Journalist (MSJ)	1-2, 4-5, 7-9, 12, 15-16, 19, 22-27, 30, 34-35, 37-38, 42-46, 48-49, 51-55	46
Photojournalist	1-2, 4-5, 7-9, 13, 15-16, 19, 21-27, 30, 34-35, 37-38, 42-45, 48-49, 51-55	35
Director of Community Relations	1-2, 4, 7-9, 13, 15-16, 22-26, 33-35, 38, 42-46, 48-55	46
Digital Account Executive	1-2, 4, 7-9, 15-16, 22-26, 30, 34-35, 38, 42-45, 48-49, 51-55	48
Sales & Marketing Coordinator	1-2, 4-5, 7-10, 15-16, 18-19, 22-27, 30-32, 34-38, 41-46, 48-49, 51-55	36
Sales & Marketing Coordinator	1-2, 4-5, 7-10, 15-16, 18-19, 22-27, 30-32, 34-38, 41-46, 48-49, 51-55	41
News Producer	1-2, 4-5, 7-10, 15-16, 22-26, 30-31, 34-35, 37-39, 42-46, 48-49, 51-55	39
News Photojournalist Trainee	1-2, 4-5, 7-11, 13, 15-16, 19, 22-26, 30-31, 34-35, 37-38, 42-45, 48-49, 51-55	11
News Photojournalist/Visual Storyteller	1-2, 4-5, 7-10, 15-16, 19, 22-23, 25-26, 30, 34-35, 37-38, 42-45, 48-49, 51-55	19
Facilities Coordinator	1-2, 4-5, 7-9, 15-16, 22-23, 25, 27, 30-31, 36, 38, 42-45, 49, 51-55	27
Executive Producer - Morning News	1-2, 4-5, 7-9, 14-16, 19, 22-23, 25-26, 28-30, 34-35, 37-38, 42-45, 48-49, 51-55	48
Maintenance Engineer	1-2, 4, 7-9, 15-16, 22-23, 25-26, 30-31, 34-35, 37-38, 41-45, 48-49, 51-55	41
Sales & Marketing Coordinator	1-2, 4, 7-9, 15-16, 19, 22-23, 25-26, 30, 34-35, 38, 42-46, 48-49, 51-55	46
Account Executive – Content Sales	1-2, 4, 7, 15-16, 22-23, 25-26, 30, 34-35, 38, 42-45, 48-49, 51-55	48

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	(WSAB) Washington State Association of Broadcasters 724 Columbia St. NW Suite 310 Olympia, Washington 98501 Phone : 360-705-0774 Url : http://www.wsab.org Email : wsabjobbank@comcast.net Char Myers	N	0
2	(WSU) Washington State University P.O. Box 642520 Pullman, Washington 99164 Phone : 509-335-8835 Url : http://www.wsu.edu Email : mmarcelo@wsu.edu Marvin Marcelo	N	0
3	Agency Referral	N	2
4	Art Institute of Seattle 2323 Elliott Ave. Seattle, Washington 98121 Phone : 206-239-2295 Url : http://www.new.artinstitutes.edu/seattle Email : rpasley@aia.edu Renee Pasley	N	0
5	Asian American Journalist Association-Seattle Chapter (news related only) P.O. Box 9698 Seattle, Washington 98109 Phone : 206-448-3853 Url : http://www.aajaseattle.org Email : justins@aaja.org Lori Matsukawa	N	0
6	Bellevue College 3000 Landerholm Circle SE B232 Bellevue, Washington 98007 Phone : 425-564-2190 Url : http://www.bellevuecollege.edu Fabienne Mouton Manual Posting Prong 2 Ended Date: 9/19/2017	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Career Builder 200 N. LaSalle St. Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	0
8	Catholic Community Services 1323 S. Yakima Ave. Tacoma, Washington 98405 Phone : 253-502-2625 Url : http://www.ccsww.org Email : tinas@ccsww.org Tina Shields	N	0
9	Catholic Community Services 1323 S. Yakima Ave. Tacoma, Washington 98405 Phone : 253-502-2600 Url : http://www.ccsww.org Email : frankiet@ccsww.org Frankie Torrey	N	0
10	Collective Talent (Talent Only) 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
11	Corporate Office	N	1
12	Corporate Recruiter	N	1
13	Current Employee	N	3
14	Current Employee - Transfer/Promotion	N	1
15	Department of Veterans Affairs 1660 S. Columbian Way Seattle, Washington 98108 Phone : 206-764-2135 Url : http://www.pugetsound.va.gov Email : vincent.rhyne@va.gov Vincent Rhyne	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Department of Vocational Rehabilitation 20311 52nd Avenue W Suite 200 Lynnwood, Washington 98036 Phone : 425-673-3180 Url : http://www.1.dshs.wa.gov/dvr/contactus/lynnwood Email : dshsdvrlynnwood@dshs.wa.gov Doug Burkhalter	N	0
17	Edmonds Community College 20000 68th Ave. W. Lynnwood, Washington 98036 Phone : 425-640-1970 Url : http://ww.edcc.edu Angel Vogt Manual Posting	N	0
18	Employee Promotion	N	1
19	Employee Referral	N	20
20	Employment Agency	N	1
21	Facebook post	N	1
22	Fleet & Family Support Center 13910 45th Ave. NE Marysville, Washington 98271 Phone : 425-304-3719 Url : http://www.navylifepnw.com Email : viviana.trappe@navy.mil Vivian Trappe	N	0
23	Fleet & Family Support Center 13910 45th Ave. NE Marysville, Washington 98271 Phone : 425-304-3719 Url : http://www.navylifepnw.com Email : jesse.bennett@navy.mil Jesse Bennett	N	0
24	Fuzion Apps, Inc. 60 Schubach Drive Sugarland, Texas 77479 Phone : 713-234-7668 Url : http://www.fuzionapps.com Email : joblistings@fuzionapps.com Laquitta DeMerchant	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Garfield Family Center YWCA 2323 E. Cherry St. Seattle, Washington 98122 Phone : 206-568-7845 Url : http://www.garfieldymca.com Email : r wells@ywcaworks.org Renee Wells	N	0
26	Glassdoor.com unknown Sausalito, California Url : http://www.glassdoor.com/index.htm Robert Hohman Manual Posting	N	0
27	Indeed.com	N	4
28	Internal Candidate	N	1
29	Internal Transfer/Promotion	N	1
30	ITT Technical Institute-Boise 12302 W. Explorer Dr. Boise, Idaho 83713 Phone : 208-322-8844 Url : http://www.itt-tech.edu Email : JWhite23@itt-tech.edu Jeff White	N	0
31	ITT-Technical Institute (ENG only) 12720 Gateway Dr. Suite 100 Seattle, Washington 98168 Phone : 206-244-3300 Url : http://www.itt-tech.edu Email : jkwiese@itt-tech.edu Julie Wiese	N	0
32	Job Board	N	1
33	Job posting on internet	N	1
34	Juju.com unknown New York , New York Url : http://www.juju.com/ search engine Manual Posting	N	0

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35	KING TV/KONG TV 333 Dexter Ave. N. Seattle, Washington 98109 Phone : 206-448-3931 Url : http://www.king5.com Kym Nyyssele Otte Manual Posting	N	2
36	Linked In	N	4
37	Medialine.com (news room only) 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 706-364-7564 Url : http://www.medialine.com Email : rich@medialine.com Rich Everett	N	0
38	NATAS Northwest Chapter P.O. Box 58530 Seattle, Washington 98138 Phone : 206-575-3444 Url : http://www.natas-seattle.org Email : natas@asi-seattle.net Diane Bevins	N	0
39	Non-Employee Referral	N	3
40	North Seattle Community College 9600 College Way N. Seattle, Washington 98103 Phone : 206-527-3685 Url : http://www.northseattle.edu Janet Sekijima Manual Posting	N	0
41	Other Source	N	2
42	Pacific Lutheran University 12180 Park Ave. S. Tacoma, Washington 98447 Phone : 253-535-7778 Url : http://www.plu.edu Email : lisoskjm@plu.edu Joanne Lisosky	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	Pacific Lutheran University 12180 Park Ave. S. Tacoma, Washington 98447 Phone : 253-535-7245 Url : http://www.plu.edu Email : rtorgerson@plu.edu Rebecca Torgerson	N	0
44	Pacific Lutheran University 12180 Park Ave. S. Tacoma, Washington 98447 Phone : 253-535-7459 Url : http://www.plu.edu Email : career@plu.edu Job Listings	N	0
45	Shoreline Community College 16101 Greenwood Ave. N. Shoreline, Washington 98133 Phone : 206-546-5882 Url : http://www.shoreline.edu Email : stschanz@shoreline.edu Stephanie Tschanz	N	0
46	Station Website	N	10
47	Talent Dynamics (Talent Only) 600 Las Colinas Blvd Suite 100 Irving , Texas 75039 Phone : 214-640-3139 Url : http://www.talentedynamics.com/ Sandra Connell Manual Posting	N	0
48	TEGNA.com 7950 Jones Branch Drive McLean, Virginia Phone : 206-448-5555 Human Resources Broadcast Manual Posting	N	8
49	TV Jobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-450-7584 Url : http://www.tvjobs.com Email : markch@tvjobs.com Mark Holloway	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
50	University of Washington (Husky Jobs) 134 Mary Gates Hall Box 352810 Seattle, Washington 98195 Phone : 206-543-9107 Url : http://www.washington.edu Alyce Mallett Manual Posting	N	0
51	University of Washington Tacoma Career Development & Edu. 1900 Commerce St. Box 358410 Tacoma, Washington 98402 Phone : 253-692-4835 Url : http://www.tacoma.uw.edu Email : jnelko@uw.edu Jake Nelko	N	0
52	Urban Impact 7728 Rainier Ave. S. Seattle, Washington 98118 Phone : 206-722-2052 Url : http://www.urbanimpactseattle.org Email : yeng@urbanimpactseattle.org Yolanda Eng	N	0
53	Urban League of Metropolitan Seattle 105 14th Ave. Seattle, Washington 98122 Phone : 206-461-3792 Url : http://www.urbanleague.org Email : ltaylor@urbanleague.org Linda Taylor	N	0
54	Washington Vocational Services 111 SE Everett Mall Way Bldg. C, Suite 100 Everett, Washington 98208 Phone : 425-774-3338 Url : http://www.wvs.org Email : pfrisk@wvs.org Peggy Frisk	N	0
55	Washington Vocational Services 22316 70th Ave. W. Suite D Mountlake Terrace, Washington 98043 Phone : 425-405-3401 Url : http://www.wvs.org Email : jbruckshen@wvs.org Janet Bruckshen	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
56	Worksource Seattle-King County 9600 College Way N. #1151 Seattle, Washington 98103 Phone : 206-293-4059 Url : http://www.worksourceskc.org Kitty Kitnikone Manual Posting Prong 2 Ended Date: 9/15/2017	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			68

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	9/30/2016	Participation in events or programs sponsored by educational institutions	Employee spoke to a communications class at James Madison University in the School of Media Arts and Design.	1	News Director
2	10/1/2016	Participation in other activities designed by the station employment unit	Tour of King5 TV station to make aware of all jobs and careers available to students.	1	News Producer
3	10/14/2016	Participation in events or programs sponsored by educational institutions	. During the event, students will be able to circulate around the room to talk to you, get your advice, perhaps hand you a resume, ask for a business card, etc. The students from COMM 395 - Career Planning are required to come but many of our less experienced students will be there also, so your patience with our younger students is appreciated.	1	President and GM
4	12/15/2016	Establishment of an intern program designed to assist members of the community	5 college students were selected for the 2017 winter quarter internship that lasts 10 weeks. The individual internships focus on either local programming (Evening), local programming (New Day), Digital Media, Assignment Desk & Sports News.	7	Local Programming Manager Digital Director Content Manager Producer
5	1/5/2017	Participation in events or programs sponsored by educational institutions	Speaker at Scripps Howard Journalism Entrepreneurship Institute.	1	Digital Director
6	1/30/2017	Co Sponsoring Job Fair	UW's annual Sales Career Fair provides students with the chance to connect with top companies across the greater Seattle area.	4	Local Sales Manager Local Sales Manager HR Director HR Coordinator
7	2/2/2017	Establishment of an intern program designed to assist members of the community	6 college students were selected for the 2017 spring quarter internship that lasts 10 weeks. The individual internships focus on either local programming (Evening), local programming (New Day), Digital Media, Sales (2 interns) & Community Relations.	6	Producer Community Relations Director HR Director HR Coordinator
8	2/2/2017	Participation in other activities designed by the station employment unit	Informational Interview with HS student	2	HR Director HR Coordinator

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	2/9/2017	Participation in events sponsored by community groups	Hosted a group of journalism students from the University of Missouri and explained the various career opportunities within the industry.	6	Journalist, MM Digital Director Content Manager Photography Director
10	2/13/2017	Provision of training to management	VP Labor Relations conducted 2 hour training session on Harassment in the work place. Prevention and action steps for all managers.	20	HR Business Partner
11	3/2/2017	Participation in events sponsored by community groups	News Department employees representing at a career day at Baker Middle School in Tacoma. shared with the school the various and interesting careers that are included in the broadcasting industry.	2	Bureau Chief Digital Director
12	3/10/2017	Participation in events sponsored by community groups	Speaking engagement for Reynolds Journalism Institute Futures Lab at the Missouri School of Journalism. talked about careers in broadcasting.	1	Social Media Manager
13	3/15/2017	Provision of training to management	VP Labor Relations conducted 2 hour training session on Discipline and performance improvement plans. Prevention and action steps for all managers	20	Director of Sales
14	3/21/2017	Provision of training to management	VP Labor Relations conducted 1 hour training sessions Workplace Violence Prevention and Situational Awareness training for all station employees and leaders. There were three date options as follows. • Monday, March 20 at 1:00 PM (CT) • Tuesday, March 21 at 5:00 PM (CT) • Thursday, March 30 at 9:00 AM (CT) Those that could not make the live training options were provided a link to watch a recorded version.	245	facilities manager Community Relations Director News director
15	4/6/2017	Establishment of an intern program designed to assist members of the community	7 college students were selected for the 2017 summer quarter internship that lasts 10 weeks. The individual internships focus on either local programming (Evening), local programming (New Day), Digital Media, Assignment Desk, Sports News, Morning News & Community Relations.	9	Producer Digital Content Producer Producer Community Relations Director

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16	4/6/2017	Sponsorship of events in the community designed to increase public awareness	KING 5 Tour for the National High School Journalism Conference and Q&A session. Talked about the various career opportunities within the industry.	6	Community Relations Director Writer Anchor Host
17	4/7/2017	Participation in events sponsored by community groups	One hour lecture at Journalism Education Association National Convention. shared information about a career in journalism as well as took questions from job seekers.	1	Anchor
18	4/8/2017	Participation in scholarship programs	Judged Northwest Journalists of Color Scholarship Applicants. Spoke to the crowd about a career in media and how they can make a difference working in the journalism field.	1	Anchor
19	4/18/2017	Participation in events or programs sponsored by educational institutions	Employee emceed 2017 CPTC Foundation Scholarship Banquet for Clover Park Technical College. Spoke about how he got into broadcasting, what his job entailed and answered questions at the end regarding various career opportunities.	1	Reporter
20	4/20/2017	Participation in events sponsored by community groups	Anchor was in this year's Stan Chen grant selection committee for Asian American Journalists Association. She shared with the group what an amazing career journalism can be.	1	Anchor
21	4/27/2017	Participation in events sponsored by community groups	Employee spoke to a mountaineer group, involving students, about mountain weather in the Pacific Northwest. They discussed why this is such a unique place, the different factors involved in forecasting, the different types of climates we experience, how to understand weather signs when away from technology and what it's like to be a Meteorologist as well as other media jobs within the industry.	1	Anchor/Meteorologist
22	4/28/2017	Participation in events or programs sponsored by educational institutions	Employee participated in an annual meeting for the professional advisory board for the journalism school at Western Washington University and explained the various media jobs within the industry.	1	Digital Director

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23	4/28/2017	Participation in events or programs sponsored by educational institutions	Career Day speaking engagement at Stewart Middle School. Shared with the students on the various jobs and careers in the industry.	2	Bureau Chief Digital Director
24	5/25/2017	Participation in events sponsored by community groups	Employee gave a weather presentation to a group of 1st graders from Bennett Elementary, around 50 kids total. They discussed the difference between high pressure and low pressure, how clouds are formed, how a radar works, how to do the tornado dance and what it's like to be a Meteorologist. Also shared what he does in his job on a regular basis and what a fun career it can be.	1	Meteorologist/Anchor
25	5/31/2017	Participation in events sponsored by community groups	Hosted a group of 30+ from Inglemoor High School's 'good morning inglemoor' class – gave them a tour of the station and talked about tv/journalism/digital media and the various jobs that the industry has available.	8	Producer/Talent Director of Digital Photography Anchor Director of Digital Media