

KING-TV, KONG-TV
EEO PUBLIC FILE REPORT
October 1, 2018 - September 27, 2019

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
Digital Content Manager	1-12, 14-15, 19-20, 22-23, 25-26, 28-32, 34-37	28
Multi-Skilled Journalist	1-12, 14-15, 19-20, 22-23, 26, 28-32, 34-37	28
Account Executive	1-2, 4-15, 19-20, 22-24, 26, 28-32, 34-37	24
Account Executive	1-2, 4-15, 19-20, 22-24, 26, 28-32, 34-37	28
Automotive Account Executive	1-2, 4, 6-9, 11-14, 21-23, 26, 29-32, 34-35, 37	21
Sales & Marketing Coordinator	1-2, 4-17, 19-23, 26-37	16
Multi-Media Assignment Editor	1-2, 4-16, 19-20, 22-23, 26, 28-32, 34-37	16
Producer	1-2, 4-15, 19-20, 22-23, 26, 28-32, 34-37	28
Marketing Strategist	1-2, 4-12, 14-15, 18-20, 22-23, 26, 28-32, 34-37	18
Digital Content Producer	1-2, 4-12, 14-16, 19-20, 22-23, 26, 28-32, 34-37	28
Digital Content Producer	1-2, 4-12, 14-16, 19-20, 22-23, 26, 28-32, 34-37	16
Director of Content	1-2, 4-12, 14-15, 19-20, 22-24, 26, 28-32, 34-37	24
Photojournalist/Visual Storyteller	1-2, 4-12, 14-15, 19-20, 22-24, 26, 28-32, 34-37	28
News Operations Engineer	1-2, 4-12, 14-15, 19-20, 22-23, 28-32, 34-37	28
Sales & Marketing Coordinator	1-2, 4-12, 14-15, 19-20, 22-24, 28-32, 34-37	24
Producer	1-2, 4-12, 14-15, 19-20, 22-23, 28-29, 31-32, 34-37	28
Reporter	1-2, 4-12, 14-15, 19-20, 22-23, 28-29, 31-32, 34-37	28
Copy Coordinator	1-2, 4-12, 14-16, 19-20, 22-23, 28-29, 31-32, 34-37	16
Sales Marketing Account Manager	1-2, 4-12, 14-15, 19-20, 22, 28-29, 31-32, 34-37	28
Photojournalist/Visual Storyteller	1-2, 4-12, 14-15, 19-20, 22, 24, 28-29, 31-32, 34-37	24
Writer	1-2, 4-12, 14-15, 19-20, 22, 28-29, 31-32, 34-37	28

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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	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
4	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
5	Bellevue College 3000 Landerholm Circle SE B232 Bellevue, Washington 98007 Phone : 425-564-2190 Url : http://www.bellevuecollege.edu Fabienne Mouton Manual Posting	N	0
6	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	1

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7	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
8	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
9	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 : dshsdvrllynnwood@dshs.wa.gov Doug Burkhalter	N	0
10	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
11	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
12	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

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13	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
14	Garfield Family Center YWCA 2323 E. Cherry St. Seattle, Washington 98122 Phone : 206-568-7845 Url : http://www.garfieldymca.com Email : rwells@ywcaworks.org Renee Wells	N	0
15	Glassdoor.com unknown Sausalito, California Url : http://www.glassdoor.com/index.htm Robert Hohman Manual Posting	N	0
16	Indeed.com	N	4
17	Internal Candidate	N	1
18	Internal Transfer/Promotion	N	1
19	Juju.com unknown New York , New York Url : http://www.juju.com/search_engine Manual Posting	N	0
20	KING TV/KONG TV 333 Dexter Ave. N. Seattle, Washington 98109 Phone : 206-448-3931 Url : http://www.king5.com Kym Nyysela Otte Manual Posting	N	0
21	Linked In	N	2

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22	Medialine.com (news room only) 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 706-364-7564 Url : http://www.medialine.com Email : medialine@medialine.com Rich Everett	N	0
23	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
24	Other Source	N	10
25	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
26	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
27	Station Website	N	2
28	TEGNA.com 7950 Jones Branch Drive McLean, Virginia Phone : 206-448-5555 Human Resources Broadcast Manual Posting	N	16

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29	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
30	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
31	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
32	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
33	Walk In	N	1
34	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

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35	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
36	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	N	0
37	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			38

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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	10/8/2018	Establishment of an intern program designed to assist members of the community	KING 5 hosted a Job Shadow day for a Central WA University student to shadow several news managers and producers and see how live TV is created.	4	EP of New Day Director of Local Programming New Day Producer Sr. News Editor
2	10/26/2018	Participation in events or programs sponsored by educational institutions	KING 5 participated in a Pep Rally that 500 students and 30 teachers, coaches attended. During the live shot breaks, several students asked about internships and various broadcast technology job opportunities. Networked with the Broadcast Tech teacher as well.	3	HR Business Partner Weather Anchor Photojournalist
3	10/29/2018	Establishment of training programs for station personnel	Attended a 2-day Training Course conducted by Microsoft and the Power BI reporting capabilities. Power BI provides interactive visualizations with self-service business intelligence capabilities, to easily create reports and dashboards by themselves, without having to depend on IT Staff.	1	Regional Finance Mgr
4	11/1/2018	Sponsorship of events in the community designed to increase public awareness	KING 5 Meteorologist gave an all 4th & 5th grade school presentation and weather demonstration. He also talked and answered questions about a career as a Meteorologist and Weather Anchor.	1	Meteorologist
5	11/2/2018	Sponsorship of events in the community designed to increase public awareness	Provided information to a Business Communications high school class regarding KING 5 internships. Talked about the skills & experience needed for Broadcast related jobs. Participated in Mock Interview question and answer session and Q&As.	1	HR Business Partner
6	12/17/2018	Establishment of an intern program designed to assist members of the community	Morning Executive Producer and news team met with a current news intern from NBC4 & Telemundo. Shared info regarding a day-to-day role as a producer at the station.	2	Executive Producer Sr. Producer
7	2/25/2019	Establishment of training programs for station personnel	GM and DOS National Sales Meeting in New Orleans	2	General Manager Director of Sales
8	3/1/2019	Establishment of a mentoring program	Veteran employees at KING continued a mentor program for newly hired employees across all roles and departments.	43	

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9	3/27/2019	Sponsorship of events in the community designed to increase public awareness	Provided tour for 12 student from Coppell High School. Gave these students an opportunity to see a professional studio and see how a team gets ready for a live news broadcast. Also discussed opportunities within the television media field.	2	Asst News Director Dir Marketing
10	4/1/2019	Establishment of an intern program designed to assist members of the community	KING-TV actively recruits students attending accredited colleges and universities. Our program offers the student/interns active participation in a professional broadcast setting. The intern experiences the live work environment gaining real-world hands on experience that cannot be obtained in the classroom. These paid interns also earn academic credit for their participation in the program. Internships primarily support news and marketing, but can touch other departments as well. During the reporting period, KING hired and trained 8 intern(s) for three-month assignments.	7	Dir Digital Producer Dir Community Relations Sales Manager
11	6/3/2019	Establishment of training programs for station personnel	Journalism Ethics & Social Media Training - TEGNA updated the Principles of Ethical Journalism and Social Media policies to match the Company's guiding principles including truth, independence, public interest, fair play and integrity. This new training was developed and targeted to all staff that contribute in any way to a TV or digital news or entertainment product.	169	Journalist Producer News Manager Dir Digital
12	7/17/2019	Participation in Job Fairs	Employees and hiring managers participated in the Annual Diversity Employment Day in Bellevue, WA. Potential applicants were told about the station, job opportunities currently available, and the application procedures.	8	Sales Ops Supervisor Producer Account Manager HR Business Partner