

**KOMO TV & KUNS TV with Fisher Radio Seattle;
KOMO AM & FM, KVI AM,
& KPLZ FM**

2008 – 2009 ANNUAL EEO PUBLIC FILE REPORT

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Human Resources Unit that is comprised of the following stations: KOMO-TV & KUNS-TV and Fisher Radio Seattle stations: KOMO(AM), KVI(AM), KPLZ-FM, and KOMO-FM (by virtue of time brokerage) and is required to be placed in the public inspection files of these stations, and posted on their Websites.

The information contained in this Report covers the time period beginning September 22, 2008 to September 21, 2009 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC Rules.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

EEO Public File Report

Covering the period from September 22, 2008 through September 21, 2009

Station Employment Unit: KOMO TV, KUNS TV, and KOMO AM & FM, KVI AM, KPLZ FM

Positions Filled by Job Title	Date Job Posted	Date Job Filled	Job Posting #	Recruitment source of Hiree	Total Number of Interviewees from all sources for this position
KOMO TV Positions					
TV Sales Account Executive	7/22/2009	8/5/2009	563	fsci.com website	9
Sales Promotion Specialist	12/8/2008	1/5/2009	1066	Internal Candidate	4
Broadcast Designer	11/25/2008	1/23/2009	1078	Employee Referral	5
Production Technician	1/8/2009	2/6/2009	1079	fsci.com website	7
Weekend/Evening Weather Anchor	2/10/2009	4/27/2009	1080	Agent/fsci.com	6
Writer/Producer	2/12/2009	3/6/2009	1081	fsci.com website	5
Morning News Producer	2/19/2009	3/20/2009	1082	TVJobs.com	5
TV Photojournalist	3/3/2009	7/20/2009	1083	Internal Candidate	5
General Assignment Reporter	4/27/2009	6/19/2009	1084	Agent/fsci.com	6
Writer/Producer	5/19/2009	6/16/2009	1085	fsci.com website	6
KUNS TV Positions					
TV Sales Account Executive	8/11/2009	9/21/2009	3009	fsci.com website	7
KOMO AM, KVI AM, & KPLZ FM Radio Positions					
Senior Sales Account Executive	1/20/2009	2/18/2009	997	Industry referral	6
Sales Account Executive	7/7/2009	9/8/2009	998	fsci.com website	7
Announcer - KPLZ	1/26/2009	2/10/2009	2054	Internal Candidate	5
Desk Journalist - KOMO	7/7/2009	8/11/2009	2056	fsci.com website	5
Editor/Desk Journalist - KOMO	7/28/2009	8/11/2009	2057	fsci.com website	5
Total Number of Persons Interviewed:					93

Annual EEO Public File Report Form

Covering Period from September 22, 2008 through September 21, 2009

Station(s) Comprising Station Employment Unit: KOMO TV & KUNS TV and KOMO AM, KVI AM, & KPLZ FM Radio

#	Recruitment Source								Number of INTERVIEWEES	Did source request post	Positions for which this source was utilized
	Organization	Contact	Address	City	State	Zip	Phone #	email			
1	Agent Referral	Various	Various	n/a	n/a	n/a	n/a	n/a	4	N/A	1078; 1079; 1080; 1081; 1082; 1083; 1084; 1085; 3009
2	AMFM Jobs	Various	P.O. Box 4116	Oceanside	CA	92052	(760) 754-8177	info@amfmjobs.com	4	NO	997; 2054; 2056; 2057;
3	Asian American Journalists Association	Antonio Salas	1182 Market Street	San Fran	CA	94102	(415) 346-2051	national@aaja.org	3	NO	563; 1066; 1078; 1079; 1080; 1081; 1082; 1083; 1084; 1085;
4	California Chicano News Media Association	Julio Moran	3502 Watt Way, ASC	Los Angeles	CA	90089	(213) 740-5263	ccnmainfo@ccnma.org	0	NO	3009
5	City University - Career Planning & Placement	Stephanie Mapelli	11900 NE First St.	Bellevue	WA	98005	(425) 709-7606	eryan-rojas@cityu.edu	3	NO	563; 1066; 1078; 1079; 1080; 1081; 1082; 1083; 1084; 1085; 3009; 997; 998; 2054; 2056; 2057;
6	Central Wasington University - Career Center	Noella Wyatt	400 E. University Way	Ellensburg	WA	98926	(509) 963-2446	noella.wyatt@cwu.edu	0	NO	563; 1066; 1078; 1079; 1080; 1081; 1082; 1083; 1084; 1085; 3009; 997; 998; 2054; 2056; 2057;
7	Central Washington University - Dept of Comm	Robert Fordan	MS 7438	Ellensburg	WA	98926		fordanr@cwu.edu	4	NO	563; 1066; 1078; 1079; 1080; 1081; 1082; 1083; 1084; 1085; 3009; 997; 998; 2054; 2056; 2057;
8	Industry Referral	Various	n/a	n/a	n/a	n/a	n/a	n/a	2	N/A	563; 1066; 1078; 1079; 1080; 1081; 1082; 1083; 1084; 1085; 3009; 997; 998; 2054; 2056; 2057;
9	Employee Referral	Various	n/a	n/a	n/a	n/a	n/a	n/a	4	N/A	563; 1066; 1078; 1079; 1080; 1081; 1082; 1083; 1084; 1085; 3009; 997; 998; 2054; 2056; 2057;
10	Entertainment Careers	Various	914 So Barrington Ave	Los Angeles	CA	90049	n/a	entertainmentcareers.net	10	NO	1085; 1084; 1083; 1082; 1081; 1080; 1079; 1078; 563
11	Employment Security Department - Worksource	J. Hewitt	1530 Stevens, PO Drawer H	Walla Walla	WA	99362	(509) 527-1811	jhewitt@esd.wa.gov	4	NO	563; 1066; 1078; 1079; 1080; 1081; 1082; 1083; 1084; 1085; 3009; 997; 998; 2054; 2056; 2057;
12	The Evergreen State College	Wendy Freeman	2700 Evergreen Parkwa	Olympia	WA	98505	(360) 867-6000	freemanw@evergreen.edu	1	NO	563; 1066; 1078; 1079; 1080; 1081; 1082; 1083; 1084; 1085; 3009; 997; 998; 2054; 2056; 2057;
13	Eastern Washington University - Media & Film	Pam Bumpas	104 RTV Building	Cheney	WA	99004	(509) 359-6390	pbumpas@ewu.edu	8	NO	1085; 1084; 1083; 1082; 1080; 1079; 1078; 997; 2057; 2056; 2054; 563
14	Fisher Communications Website/komotv.com	Anita Bozanich	100 4th Ave N #510	Seattle	WA	98109	(206) 404-6732	abozanich@fsci.com	12	NO	563; 1066; 1078; 1079; 1080; 1081; 1082; 1083; 1084; 1085; 3009; 997; 998; 2054; 2056; 2057;
15	Internal Candidate	n/a	n/a	n/a	n/a	n/a	n/a	n/a	7	N/A	563; 1066; 1078; 1079; 1080; 1081; 1082; 1083; 1084; 1085; 3009; 997; 998; 2054; 2056; 2057;
16	Media Line	Various	P.O. Box 51909	Pacific Grove	CA	93950	800-237-8073	medialine@medialine.com	5	NO	1084; 1083; 1082; 1080

#	Recruitment Source								Number of INTERVIEWEES	Did source request post	Positions for which this source was utilized
	Organization	Contact	Address	City	State	Zip	Phone #	email			
17	National Association of Broadcasters Job Board	Various	1771 N Street NW	Washington	DC	20036	(202) 429-5300	nab@nab.org	0	NO	563; 1066; 1078; 1079; 1080; 1081; 1082; 1083; 1084; 1085; 3009; 997; 998; 2054; 2056; 2057;
18	National Association of Hispanic Journalists	Joseph Torres	529 14th St., Suite 1000	Washington	D.C.	20045	(202) 662-7145	nahi@nahj.org	4	NO	563; 1066; 1078; 1079; 1080; 1081; 1082; 1083; 1084; 1085; 3009
19	National Hispanic Media Coalition	Alex Nogales	2514 S. Grand Ave.	Los Angeles	CA	90007	(213) 743-6988	nhmc@aztec.net	1	NO	563; 1066; 1078; 1079; 1080; 1081; 1082; 1083; 1084; 1085; 3009
20	NW Asian Weekly & Seattle Chinese Post	Carol Vu	412 Maynard Ave. S.	Seattle	WA	98104	(206) 223-5559	info@nwasianweekly.com	0	NO	563; 1066; 1078; 1079; 1080; 1081; 1082; 1083; 1084; 1085; 3009; 997; 998; 2054; 2056; 2057;
21	*Outreach Email	Various	n/a	n/a	n/a	n/a	n/a	n/a	5	N/A	563; 1066; 1078; 1079; 1080; 1081; 1082; 1083; 1084; 1085; 3009; 997; 998; 2054; 2056; 2057;
22	Puget Sound Help Wanted	Various	9100 E Panorama Dr	Englewood	CO	80112	800-365-8630	pugetsoundhelpwanted.com	3	NO	563; 1066; 1078; 1079; 1080; 1081; 1082; 1083; 1084; 1085; 3009; 997; 998; 2054; 2056; 2057;
23	Puget Sound Radio & Broadcasters Association	Various	P.O. Box 9392	Seattle	WA	98109	(206) 829-8418	info@psrba.org	4	NO	997; 2057; 2056;
24	Seattle 24 x 7 Jobs	Various	n/a	n/a	n/a	n/a	n/a	jobs@Seattle24x7.com	4	NO	1083; 1082; 1081; 1080; 1079
25	Seattle University - Albers Placement Center	Carla Blaschka	900 Broadway, Pigott 331	Seattle	WA	98122	(206) 296-5687	pc-ASBE@seattleu.edu	0	NO	563; 1066; 1078; 1079; 1080; 1081; 1082; 1083; 1084; 1085; 3009; 997; 998; 2054; 2056; 2057;
26	Seattle University - Communications Department	Jeff Philpott	900 Broadway	Seattle	WA	98122	(206) 296-5342	jphilpot@seattleu.edu	4	NO	563; 1066; 1078; 1079; 1080; 1081; 1082; 1083; 1084; 1085; 3009; 997; 998; 2054; 2056; 2057;
27	The Art Insitute of Seattle - Video Production	Don Schaab	2323 Elliot Ave.	Seattle	WA	98121	(206) 239-2337	schaabd@aii.edu	0	NO	563; 1076; 1078; 1079; 1080; 1081; 1082; 1083; 1084; 1085;
28	The Art Insitute of Seattle	Jennifer Abramski	2323 Elliot Ave.	Seattle	WA	98121	(206) 239-2337	abramskj@aii.edu	2	NO	563; 1066; 1078; 1079; 1080; 1081; 1082; 1083; 1084; 1085; 3009; 997; 998; 2054; 2056; 2057;
29	The Evergreen State College - Career Center		2700 Evergreen Parkway NW	Olympia	WA	98505	(360) 867-6000	careerdevelopment@evergreen.edu	3	NO	563; 1066; 1078; 1079; 1080; 1081; 1082; 1083; 1084; 1085; 3009; 997; 998; 2054; 2056; 2057;
30	TV Jobs.com	Mark Holloway	P.O. Box 4116	Oceanside	CA	92052	(877) 988-9808	mstkvh@tviobs.com	8	NO	1085; 1084; 1083; 1082; 1081; 1080; 1079; 1078; 563
31	U of W - Communications Undergrad Advising	Diana Smith	Box 353740, University of Washington	Seattle	WA	98195	(206) 543-8860	monet@u.washington.edu	4	NO	563; 1066; 1078; 1079; 1080; 1081; 1082; 1083; 1084; 1085; 3009; 997; 998; 2054; 2056; 2057;
32	Washington State Association of Broadcasters Job Bank	Sandie	724 Columbia St. NW, Suite 310	Olympia	WA	98501	(360) 705-0774	sandiewsab@earthlink.net	0	NO	563; 1066; 1078; 1079; 1080; 1081; 1082; 1083; 1084; 1085; 3009; 997; 998; 2054; 2056; 2057;
33	Washinton Vocational Services	P. Bouwer	22316 70th Ave. W., Suite D	Mountlake Terrace	WA	98043	(425) 774-3338	pbouwer@wvs.org	0	NO	563; 1066; 1078; 1079; 1080; 1081; 1082; 1083; 1084; 1085; 3009; 997; 998; 2054; 2056; 2057;
34	Whitworth College Career Planning & Placement	Gordon Jacobson	300 W. Hawthorne Rd., MS 4309	Spokane	WA	99251	(509) 777-1000	careerservices@whitworth.edu	1	NO	563; 1066; 1078; 1079; 1080; 1081; 1082; 1083; 1084; 1085; 3009; 997; 998; 2054; 2056; 2057;

#	Recruitment Source								Number of INTERVIEWEES	Did source request post	Positions for which this source was utilized
	Organization	Contact	Address	City	State	Zip	Phone #	email			
35	Word of Mouth	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	N/A	563; 1066; 1078; 1079; 1080; 1081; 1082; 1083; 1084; 1085; 3009; 997; 998; 2054; 2056; 2057;
36	Worksource	Benjamin Castilla	919 SW Grady Way, Suite 125	Renton	WA	98057	(206) 205-3504	bcastilla@hotmail.com	0	NO	563; 1066; 1078; 1079; 1080; 1081; 1082; 1083; 1084; 1085; 3009; 997; 998; 2054; 2056; 2057;
37	WSU - Edward R. Murrow School of Communications	Glenn Johnson	226 Murrow Center	Pullman	WA	99164	(509) 335-3068	gajohns@wsu.edu	8	NO	563; 1066; 1078; 1079; 1080; 1081; 1082; 1083; 1084; 1085; 3009; 997; 998; 2054; 2056; 2057;
38	WSU - Edward R. Murrow School of Communications	Val Limburg	226 Murrow Center	Pullman	WA	99164		limburg@wsu.edu	0	NO	563; 1066; 1078; 1079; 1080; 1081; 1082; 1083; 1084; 1085; 3009; 997; 998; 2054; 2056; 2057;
39	WWU - Career Services Center	Tina Loudon	Western Washington University	Bellingham	WA	98225	(360) 650-3240	careers@wwu.edu	4	NO	563; 1066; 1078; 1079; 1080; 1081; 1082; 1083; 1084; 1085; 3009; 997; 998; 2054; 2056; 2057;
40	WWU - Dept. of Communications	Ann Dwyer	Western Washington University	Bellingham	WA	98225	(360) 650-3870	ann.dwyer@wwu.edu	0	NO	563; 1066; 1078; 1079; 1080; 1081; 1082; 1083; 1084; 1085; 3009; 997; 998; 2054; 2056; 2057;
								Total (includes interns)	126		
	*See attached list of Outreach email recipients										

Name: Outreach Email Members

Name	E-mail
(KBCI) Steve Ringer	stever@kbcitv.com
(KIMA-TV) Jamie Meek	jmeek@kimatv.com
Amanda	akraske@kbcitv.com
Blarg online - isp	tieyah@blarg.net
CA Chicano News Media Assoc	ccnmainfo@ccnma.org
Castilla, Benjamin C.	bcastilla@hotmail.com
City University	Eryan-rojas@cityu.edu
CWU Robert Forden - Communications	fordanr@cwu.edu
CWU Student Affairs, (Teresa Youngren)	youngret@cwu.edu
ESD.WA	jhewitt@esd.wa.gov
EWU Pamela Bumpas - Media Theatre & Film	pbumpas@ewu.edu
Hammer, Leslee (KIDK)	lesleeh@kidk.com
Hispanic internet provider	nhmc@azteca.net
Imagen Foundation - Hispanic Media Org	info@imagen.org
James Vive	vestj@seattleu.edu
Janet Maxson	JMaxson@katu.com
Lake Washington Technical College	job.placement@lwtc.edu
Michelle McConnell	michelle@radioschool.com
National Assoc fo Hispanic Journalists	nahj@nahj.org
NW Link - isp	info@nwasianweekly.com
Schoener, Barbara	bschoener@kval.com
Seattle Community College	klane@sccd.ctc.edu
Seattle Univeristy - Jeffrey Philpot Communications	jphilpot@seattleu.edu
Seattle University	pc-asbe@seattleu.edu
The Art Institutes - Don Schaab Director of Video Productions	schaabd@aii.edu
The Art Institutes - Jennifer Abramski	abramskj@aii.edu
The Evergreen State College	careerdevelopment@evergreen.edu
U of W - Communications Undergrad Advising	monet@u.washington.edu
Washington Vocational Services	pbouwer@wvs.org
Wendy Freeman	freemanw@evergreen.edu
Whitworth Career Services	careerservices@whitworth.edu
WSAB	sandiewsab@earthlink.net
WSU	galjohns@wsu.edu
WWU Career Center	careers@wwu.edu
WWU School of Communication	ann.dwyer@wwu.edu

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION(S)

Stations Claiming Credit: KOMO TV & KUNS TV and KOMO AM & FM, KVI AM,
& KPLZ FM

Type of Activity under new EEO Rule: Participation in events sponsored by
Educational institutions relating to career
opportunities in broadcasting

Date of Station Participation: Period from September 22, 2008 through September 21, 2009

A.) Participating Employees:

Holly Gauntt, KOMO TV News Director – May 09
Mary Nam, KOMO TV Anchor – September 08
Molly Shen, KOMO TV Anchor – October 08
Connie Thompson, KOMO TV Anchor – December 08, January 09
Steve Pool, KOMO TV Chief Meteorologist – May 09
Jim Castillo, KOMO TV Meteorologist – February 09
Marlee Ginter, KOMO TV Reporter/Anchor – May 09
Herb Weisbaum, KOMO TV Reporter – April 09
Jenni Hogan, KOMO TV Traffic Anchor – September 08
Deanna Heinrich, Human Resource Manager – September 08 – June 09; May 09
Dennis Hanson, Operations Manager – On-going annually
Mark Nazarino, Operations – On-going annually

Jaime Mendez, KUNS Anchor – November 08, April, 09, July 09, September 09

Dennis Kelly, Fisher Radio Program Director – April 09
Kent Phillips and Alan Budwill, KPLZ Talent - On-going annually
Jen Pirak, Leonard Barokas, Jill Taylor, Curt Kruse and Corine McKenzie, KPLZ -
Alisha Hashimoto, Music Coordinator – On-going annually
Charlie Harger, KOMO AM & FM on-air talent – September 08 – June 09
Art Sanders, KOMO AM & FM Reporter – September 08 – June 09

B.) Host/Sponsor of Activity:

KOMO TV Activities:

Seattle Community College's Martin Luther King Day
Alki Elementary School "Weather Seminar"
Mariners Weather Education Day

KUNS TV Activities:

Pacific Middle School
Seattle Public Library "Read for the Kids"
Gregory Heights School "Para los Niños"

FISHER RADIO SEATTLE Activities:

Washington State University Edward R. Murrow College of Communication Symposium
Archbishop Murphy High School Journalism program
Highline and Green River Community Colleges and Bellevue College courses
Student Job Shadowing, Informational Interviews, and Mock Broadcast demonstrations
Teacher Recognition
Education Advisory Boards

C.) Brief Description of Activity and Station Participation:

- Seattle Community College's Martin Luther King/ethnic Broadcasting (Connie Thompson)
- Weather Education Day at local school (Jim Castillo)
- Hosted and conducted weather-related experiments and activities for over 3200 Puget Sound area students. (Steve Pool)
- Interview and job skills for graduating University of Washington Senior Communication students. (Jenni Hogan and Deanna Heinrich)
- Teach a year-long course for Highline Community College, and member of the Business/ Technology Advisory Board for HCC. (Deanna Heinrich)
- Meeting and agreement with UW Communications Dean regarding KOMO TV involvement in guest speakers, internship, school to work programs and other collaborations. (Holly Gauntt, Deanna Heinrich)
- Bremerton High School Visual Communications Advisory Board, which meets 4 times per year to advance student interest in broadcast and communication degrees and jobs. (Mark Nazarino)
- Member, Art Institute of Seattle Career Services Advisory Board. (Dennis Hanson)
- Hispanic broadcast education/reading for area middle and elementary schools (Jaime Mendez)
- Awards for Hispanic educational broadcasts (Jaime Mendez)
- Conducted a panel on Radio Copywriting and Production at the Murrow Symposium, Edward R. Murrow School of Communications, Washington State University. (Dennis Kelly)
- KPLZ Teacher of the Week series – each week a different teacher is nominated by their class and recognized. KPLZ Talent goes to the classrooms and hosts a Q&A period about broadcasting and sponsors a class party for the teacher. (KPLZ FM Talent)
- Conducted interviews, spoke to local community college students about a broadcast career. (Kent Phillips)
- Conducts job shadowing and informational interviews for students interested in careers in radio. (Alisha Hashimoto)
- Teach a Radio Broadcast course at Bellevue College (Art Sanders)
- Teach a Communications course at Green River Community College (Charlie Harger)

Type of Activity under new EEO Rule: Participation in events sponsored by Organizations representing groups in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.

Date of Station Participation: Period from September 22, 2008 through September 21, 2009

A.) Participating Employees:

Mary Nam, KOMO TV Anchor – September 08
Molly Shen, KOMO TV Anchor – October 08
Marlee Ginter, KOMO TV Reporter/Anchor – May 09
Herb Weisbaum, KOMO TV Reporter – April 09

B.) Host/Sponsor of Activity:

KOMO TV Activities:

Korean American Coalition of Washington “United Today for a Stronger Tomorrow”
Asian & Pacific Islander Women & Family Safety Center
Stroum Jewish Community Center Annual “Circle of Friends” Luncheon
Women in Power Luncheon

C.) Brief Description of Activity and Station Participation:

- Korean women’s conference on job skills, empowerment (Mary Nam)
- Women survivors of Domestic Violence and Sexual Assault with college ambition to major in broadcast/communications (Molly Shen)
- Jewish organization broadcast/communication event (Herb Weisbaum)
- Ethnic Women honored for significant contributions (Marlee Ginter)

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION(S)

Stations Claiming Credit: KOMO TV & KUNS TV and KOMO AM & FM, KVI AM, & KPLZ FM

1. **Type of Activity under new EEO Rule:** Internship Program

Date of Station Participation: Period from September 22, 2008 through September 21, 2009

Brief Description of Activity and Station Participation:

All stations within the employment unit (KOMO TV & KUNS TV, KOMO AM & FM, KVI AM, and KPLZ FM) offer a year-round college internship program for students who have identified communications as a career goal and who have demonstrated through academic training and/or experience the serious pursuit of that goal.

The aim of the internship program is to expose students to the daily demands and challenges of a commercial broadcasting operation and to provide as much “hands on” opportunity as possible, appropriate to individual interests, training and talents. Departments that participate in the internship program include:

Television

News, Production, Programming, Creative Services, and Sales.

Radio

KVI Programming, KOMO 1000 AM & FM Newsradio, Graphic Design, Promotions, and Sales.

See Attached Table 1.1 for listing of job postings, interviewees and hiring source for 2008-2009 internships/

TABLE 1.1

Full time positions Filled by job title	Job Posting #	Recruitment source of Hiree	Total number of interviewees from all sources for this position
TV Sales - KOMO	INT001	Pur/CWU	4
Promotion	INT002	WSU	4
Creative Services	INT003	WSU	4
TV News	INT004	UW	4
TV Sales - KUNS	INT005	UW	4
News Radio - KOMO	INT006	WSU	4
Radio Program - KVI	INT007	UW	4
Graphic Design	INT008	SCCC	4
Radio Promotions	INT009	UW	4
Radio Sales	INT010	WSU	4

LEGEND:

PUR = Purdue University
 CWU = Central Washington University
 WSU = Washington State University
 UW = University of Washington
 SCCC = Seattle Central Community College

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION(S)

Stations Claiming Credit: KOMO TV & KUNS TV and KOMO AM & FM, KVI AM & KPLZ FM

Type of Activity under new EEO Rule: Participation in Job Fairs

Date of Station Participation: Period from September 22, 2008 through September 21, 2009

Participating Employees:

Dennis Kelly, Program director KOMO 1000 radio – May 09
Scott Cary, Production Director for Fisher Radio – April 09
Deanna Heinrich, HR Manager – September 08, February, June 09
Anita Bozanich, HR Generalist – February, May, June, July 09
Brittney Perrault Radio Administrative Assistant – May, June 09
Jenni Hogan, KOMO Traffic Anchor – September 08

Host/Sponsor of Activity:

Seattle Pacific University Job and Internship Fair
Seattle University Job Fair
Puget Sound Radio Broadcasting Association (PSRBA) Job Fair
Green River community College Job and Internship Fair
Central Washington University Job and Internship Fair
University of Washington Communications Senior Career Day
Washington State University - Edward R. Murrow symposium

Brief Description of Activity and Station Participation:

The participating employees represented KOMO TV & KUNS TV and KOMO AM & FM, KVI AM & KPLZ FM at job fairs around the Northwest region. Each of them talked to potential candidates about job opportunities and/or internships with the Seattle units.

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION(S)

Stations Claiming Credit: KOMO TV & KUNS TV and KOMO AM & FM, KVI AM, & KPLZ FM

1. **Type of Activity under new EEO Rule:** Fisher Broadcasting Minority Scholarship Program

Date of Station Participation: August, 2008 through selection date July, 2009

Participating Employees: The Minority Scholarship program is headed by Anita Bozanich, HR for KOMO/KUNS and Fisher Radio Seattle, the committee members include; Nicole Manning, Kellie Landry and Karen Aliabadi, VP Corporate HR, Barbara Schoener, HR Oregon, Mary Nam, KOMO News Anchor, Amanda Kraske, HR Idaho, Scott Carty, Creative Director, Fisher Radio Seattle, Bob Berry, Vancouver, Washington, and Mara Lara, Bakersfield California.

Host/Sponsor of Activity: Fisher Broadcasting

Brief Description of Activity and Station Participation:

Since 1987 Fisher Broadcasting Company has sought to attract minority students into careers in broadcasting with annual scholarships. Fisher's interest in minority broadcasting students goes back many years and has included training programs in technical areas and on-air. As a result of this nurturing environment, minority employees have made numerous contributions to the standards of excellence, which have come to personify Fisher Broadcasting and strengthen the diversity of our workplace.

The company promotes this minority scholarship each year with promotional spots on its TV stations, via radio broadcasts on Fisher Radio Seattle and Fisher Regional Radio Group, and through brochures to area colleges represented in the five states Fisher Broadcasting does business. This is in addition to emails and postings sent through its normal recruitment channel contacts.

This year we had 13 qualified applicants for the Fisher Broadcasting Minority Scholarship and \$12,950 to award in scholarship money. The committee decided upon 7 finalists and interviews were conducted with these students during the week of June 15, 2009. At the conclusion of the interviews, the committee selected 6 students that we agreed were deserving of our scholarship.