

KATU TV/KUNP-TV

2011-2012 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 EEO Rule. This Report has been prepared on behalf of the Station Human Resources Unit that is comprised of the following stations: KATU TV/ KUNP TV 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 October 1, 2011 to September 28, 2012 (the “Applicable Period”).

The FCC’s 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.

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COVERING THE PERIOD OCTOBER 1, 2011 – SEPTEMBER 28, 2012

STATION[S]: KATU/KUNP TV

FULL-TIME JOB VACANCIES LIST

Section I: Vacancy Information

Full-time Vacancies Filled		Recruitment Source of Hiree	Date Position Opened	Date Position Closed	Total # of Interviewees from All Sources for this Vacancy
1	Assignment Editor	Employee Referral	10/20/2011	11/2/2011	2
2	Helicopter Pilot	Employee Referral	10/25/2011	11/29/2011	5
3	Producer	Employee Referral	2/6/12	2/20/2012	1
4	Producer - Senior	Employee Referral	3/21/2012	4/20/2012	4
5	Reporter - Senior	Agent Referral	4/23/2012	7/5/2012	5
6	Photojournalist	Employee Referral	4/27/2012	6/27/2012	5
7	Photojournalist	Fisher Communications Website	7/3/2012	7/23/2012	5
Total Number of Persons Interviewed during this Period:					27

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Section II: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total # of Interviewees Referred	Vacancies for Which This Source was Utilized	Did the Source Request the Posting?
1	<i>Agent Referral</i>	5	1-6	No
2	Alliance for Women in Media 1760 Old Meadow Road McLean, VA 22102 703-506-6290		1-7*	No
3	American Broadcasting School 4511 SE 29th Street Oklahoma City, OK 73115 405-672-6511 Michelle McConnell		1-7*	No
4	<i>http://amfmjobs.com</i>			No
5	<i>Bakersfield College https://www.bakersfieldcollege.edu 1801 Panorama Drive Bakersfield, CA 93305 661-395-4011</i>			No
6	<i>Boise State - Career Center 1910 University Drive Boise, ID 83725 208-426-1000</i>			No
7	<i>Business Careers 1001 4th Ave, Ste 230 Seattle, WA 98154 206-447-7474</i>			No
8	<i>www.CalJobs.ca.gov</i>		4	No
9	<i>California Chicano News Media Association 3502 Watt Way, ASC Los Angeles, CA 90089 213-740-5263 Julio Moran</i>			No
10	California State University - Bakersfield Career Development Center - 9001 Stockdale Hwy Bakersfield, CA 93311 661-654-2782		1-7*	No

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11	California State University Chico Journalism Department Tehama Hall 207 Chico, CA 95929 530-898-4779/Glen Bleske		1-7*	No
12	Cal State Monterey Bay - Career Development 100 Campus Center Bldg. 44 Seaside, CA 93955 831-582-3845		1-7*	No
13	Centro Latino Americano 944 West 5th Ave Eugene, OR 97402 541-687-2667/Roxanne Franco		1-7*	No
14	City University - Career Planning & Placement 11900 NE First St. Bellevue, WA 98005 425-709-7606 Stephanie Mapelli		1-7*	No
15	Central Washington University - Career Center 400 E University Way Ellensburg, WA 98926 509-963-2446 Noella Wyatt		1-7*	No
16	Central Washington University - Dept. of Comm 400 E University Way Ellensburg, WA 98926 509-963-2446 Robert Fordan		1-7*	No
17	Central Washington - Employer Recruitment 400 E University Way Ellensburg, WA 98926 509-963-2446		1-7*	No

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18	Central Washington University Film & Video Studies - 400 E University Way Ellensburg, WA 98926 509-963-2446/Michelle Ogden		1-7*	No
19	Collective Talent 26150 Hersheyvale Franklin, MI 48025 info@michaelsmedia.com http://www.collectivetalent.com		1-7*	No
20	Colorado Broadcasters Association P.O. Box 2369 Breckenridge, CO 80424 970-547-1388		1-7*	No
21	Confederated Tribes 1245 Fulton Ave Coos Bay, OR 97420 541-888-9577 Tim Cummins		1-7*	No
22	<i>Craigslist.org 1381 9th Ave San Francisco, CA 94122 800-664-0633</i>			No
23	<i>Department of Labor - Idaho 317 W Main Street Boise, ID 83735 208-332-3570</i>			No
24	Eastern Washington University Media & Film - 104 RTV Building Cheney, WA 99004 509-359-6390 Pam Bumpas		1-7*	No

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25	Edmonds Community College 20000 68th Ave W Lynwood WA 98036 425-640-1808		1-7*	No
26	Emerson College 120 Boylston Street Boston, MA 02116-4624 617.824.8500 www.emerson.edu			No
27	Employee Referral	17	1-7	No
28	Employment Security Department Worksource 919 SW Grady Way, Ste 125 Renton, WA 98057 206-205-3504/Benjamin Castilla		1-7*	No
29	Employment Security Department Worksource Yakima WA 509-574-0163 Carol Cauthron ccauthron@esd.wa.gov		1-7*	No
30	Employment Security Department - Worksource 1530 Stevens Walla Walla, WA 99362 509-527-1811		1-7*	No
31	The Evergreen State College - 2700 Evergreen Parkway Olympia, WA 98505 360-867-6000		1-7*	No
32	Fisher Communications Website	5	1-7	No
33	Gonzaga University - Career Center 502 East Boone Ave Spokane, WA 99258 509-328-4220		1-7*	No
34	google.com search			No

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35	Grays Harbor College 1620 Edward P Smith Drive Aberdeen, WA 98520 360-532-9020		1-7*	No
36	Green River Community College 12401 SE 320th Street Auburn, WA 98092 253-833-9111		1-7*	No
37	Heritage University 3240 Fort Road Toppenish, WA 98948 888-272-6190		1-7*	No
38	Idaho State Broadcasters Association 1674 Hill Rd, Ste 3 Boise, ID 83702 208-345-3072			No
39	Idaho State University 921 South 8th Avenue Pocatello, ID 83209 208-282-0211			No
40	Illinois Center for Broadcasting 455 Eisenhower Ln S, Ste 200 Lombard, IL 60148 630-916-1700 Dave Cogozzo		1-7*	No
41	indeed.com			No
42	International Women's Media Foundation 1625 K Street NW, Ste 1275 Washington, DC 20006 202-496-1992		1-7*	No
43	ITT Technical Institute - 12720 Gateway Drive, Ste 100 Seattle, WA 98168 206-244-3300 Julie Wiese		1-7*	No

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44	http://us.jobrapido.com			No
45	http://www.job-search-engine.com [JuJu]			No
46	KATU/KUNP TV Internal Candidate		1-7	No
47	KATU/KUNP TV Website		1-7	No
48	Kern County Career Services Center 1600 E Belle Terrace Bakersfield, CA 93307 661-325-4473		1-7*	No
49	Kern County Hispanic Chamber of Commerce 231 H Street Bakersfield, CA 93304 661-633-5495/Beth Carter		1-7*	No
50	Lake Washington Technical College 11605 132nd Ave NE Kirkland, WA 98034 425-739-8100		1-7*	No
51	Lane Community College Career & Employment Services 4000 East 30th Ave Eugene, OR 97405 541-463-3000/Teresa Hughes		1-7*	No
52	Lane Community College Media Arts & Technology Employment Services 4000 East 30th Ave Eugene, OR 97405 541-463-3000		1-7*	No
53	Laurel Hill Center 2145 Centennial Plz Eugene, OR 97401 541-485-6340		1-7*	No
54	Lost Remote Seattle/New York tips@lostremote.com or ads[at]lostremote.com		1-7*	No

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55	MediaLine P.O. Box 51909 Pacific Grove, CA 93950 800-237-8073		1-7*	No
56	http://www.mediastars.tv			No
57	Monster.com			No
58	Montana Broadcasters Association HC 70 Box 98 Bonner, MT 59823 406-244-4622			No
59	Mount Hood Community College Job Placement Center 26000 SE Start Street Gresham, OR 97030 503-491-6422/Christy Weigel		1-7*	No
60	National Association of Broadcasters Job Board 1771 N Street N Washington, DC 20036 202-429-5300			No
61	National Association of Hispanic Journalists 529 14th St, Ste 1000 Washington, DC 20045 202-662-7145 Joseph Torres			No
62	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 213-743-6988		1-7*	No
63	National Lesbian and Gay Journalists Association 2120 L St NW, Ste 850 Washington, DC 20037 202-906-9885		1-7*	No

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64	National Press Photographers Association [NPPA] 3200 Croasdaile Dr Ste 306 Durham, NC 27705 919-383-7246 info@nppa.org		1-7*	No
65	NEMSPA National Office Layton, UT 84041-9128 PO Box 2128 Phone: 877.668.0430			No
66	Nevada Broadcasters Association 1050 East Flamingo Road, Ste S-102 Las Vegas, NV 89119 702-794-4994			No
67	NW Asian Weekly & Seattle Chinese Post 412 Maynard Ave S Seattle, WA 98104 206-223-5559/Carol Vu		1-7*	No
68	Northwest Employment Listings 9315 Gravelly Lake Rd, Ste 204 Lakewood, WA 98499 253-588-6187/Tina Hathaway		1-7*	No
69	Oregon Association of Broadcasters 7150 SW Hampton St Portland, OR 97223 503-443-2299 Bill Moore		1-7*	No
70	Oregon Employment Department 875 Union St. NE Salem, OR 97311 800-237-3710		1-7*	No
71	Pacific Lutheran University 12180 Park Avenue S Tacoma, WA 98447 253-531-6900		1-7*	No

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72	Portland State University 1825 SW Broadway Portland, OR 97201 503-725-3000 or 800-547-8887		1-7*	No
73	RegionalHelpWanted.com, Inc. 6465 Greenwood Plaza Blvd Suite 400 Centennial, CO 80111 800-365-8630 www.RegionalHelpWanted.com		1-7*	No
74	Seattle Central Community College Woman's Programs - 1701 Broadway Seattle, WA 98122 206-587-3800		1-7*	No
75	Seattle University - Albers Placement Center 900 Broadway, Pigott 331 Seattle, WA 98122 206-296-5687/Carla Blaschka		1-7*	No
76	Seattle University - Career Services 900 Broadway Seattle, WA 98122 206-296-5687		1-7*	No
77	Seattle University - Communications Department 900 Broadway Seattle, WA 98122 206-296-5687/Jeff Philpott		1-7*	No
78	http://www.simplyhired.com			No
79	http://socialsmashed.com			No
80	South Seattle Community College Career Services 6000 16th Ave SW Seattle, WA 98106 206-762-3980		1-7*	No
81	www.stationindex.com/tv			No

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82	Texas A&M University College Station, Texas 77843 979-845-3211			No
83	The Art Institute of Portland 1122 NW Davis Street Portland, OR 97209 503-228-6528/Tafflyn Williams		1-7*	No
84	The Art Institute of Seattle - Video Production 2323 Elliot Ave Seattle, WA 98121 206-239-2337/Don Schaab		1-7*	No
85	The Art Institute of Seattle 2323 Elliot Ave Seattle, WA 98121 206-239-2337/Jennifer Abramski		1-7*	No
86	The Imagen Foundation 18034 Ventura Boulevard, Ste 261 Encino, CA 91316 626-376-9751		1-7*	No
87	The Leadership Institute 1101 N Highland Street Arlington, VA 22201 703-247-2000		1-7*	No
88	Treasure Valley Community College 650 College Blvd. Ontario, OR 97914 541-881-8822			No
89	TVJobs.com P.O. Box 4116 Oceanside, CA 92502 877-988-9808/Mark Halloway		1-7*	No

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90	University of Idaho - Career Center - 3059 F National Fish Hatch Rd Hagerman, ID 83332 208-837-9096		1-7*	No
91	University of Idaho - School of Journalism 3059 F National Fish Hatch Rd Hagerman, ID 83332 208-837-9096/Glen Mosley		1-7*	No
92	University of Oregon Career Center 1585 E 13th Ave Eugene, OR 97403 541-346-1000		1-7*	No
93	University of Oregon - School of Journalism 1585 E 13th Ave Eugene, OR 97403 541-346-1000/Bill Morrill		1-7*	No
94	USC - Annenberg School for Communication & Journalism Los Angeles, CA 90089 213-740-2311		1-7*	No
95	Utah Broadcasters Association 1600 S Main Street Salt Lake City, UT 84115 801-486-9521		1-7*	No
96	UW Career Center Box 353740 Seattle, WA 98195 206-543-8860		1-7*	No
97	UW - Communications Undergrad Advising Box 353740 Seattle, WA 98195 206-543-8860/Diana Smith		1-7*	No
98	Washington State Association of Broadcasters Job Bank 724 Columbia St. NW, Ste 310 Olympia, WA 98501 360-705-0774		1-7*	No

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99	Washington Vocational Services 22316 70th Ave W, Ste D Mountlake Terrace, WA 98043 425-774-3338/P. Boucher		1-7*	No
100	Western Washington Indian Employment 3701 6th Ave #4 Tacoma, WA 98406 253-879-9066		1-7*	No
101	Whitworth College Career Planning & Placement 300 W Hawthorne Rd, MS 4309 Spokane, WA 99251 509-777-1000/Gordon Jacobson		1-7*	No
102	Word of Mouth			No
103	WSU - Edward R. Murrow School of Communications 226 Murrow Center Pullman, WA 99164 509-335-3068/Glenn Johnson		1-7*	No
104	WWU - Career Services Center Bellingham, WA 98225 360-650-3240 Tina Loudon		1-7*	No
105	WWU - Dept. of Communications Bellingham, WA 98225 360-650-6870 Ann Dwyer		1-7*	No
106	www.youtube.com			No
Total Interviewed:		27		

* Denotes posting of vacancy on job board www.broadbean.com

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Section III: Narrative Description of Initiatives undertaken during this year. (Include dates of job-fairs, names of station employees who attended and short description of activities that occurred, etc.)

EDUCATIONAL INITIATIVE:

On August 16, 2012, Creative Services staff hosted a job shadow event giving students access to the inner workings of a broadcast facility and provide guidance to help students make broadcast career choices.

INTERNSHIPS:

News, AM Northwest and Promotions Department Internship Program: Recruits from Community Colleges, State Universities. The station has interns in the broadcasting departments and the internship typically runs 3-4 months long. During this reporting period the station had nine (9) interns: six (6) for News and three (3) for AM Northwest.

MINORITY SCHOLARSHIPS:

Fisher Communications, Inc. is committed to a diverse workforce. In conjunction with higher educational institutions, Fisher provides annual scholarships for minority college students majoring in Broadcasting, Journalism or Marketing through the Fisher Scholarship for Minorities and the Thomas Durgan Minority Scholarship funds. Station has the opportunity to nominate and assist in the recruiting efforts for scholarship candidates. Committee member names involved in the process are listed below:

Name	Title	Company
Deanna Heinrich	HR Director	Fisher Corp
Kellie Landry	HRIS Specialist	Fisher Corp
Nicolle Strong	Legal Assistant	Fisher Corp
Teisha Fischer	HR Assistant	Fisher Corp
Bob Boyd	General Sales Manager	Fisher Radio
Brittney Perreault	Programming Coordinator	Fisher Radio
Maria Lara	Administrative Assistant	KBAK
Karin Lakey	Traffic Manager	KBOI
Ivan Garcia	Anchor	KIMA/KEPR/KUNW
Robin Wojtanik	News Director	KIMA/KEPR/KUNW
Ann Fickenwirth	Operations Administrator	KLEW
Jamie Mendez	Anchor	KOMO
Mary Nam	Anchor	KOMO
Teresa Gonzalez	Anchor/Reporter	KOMO
Connie Williamson	Station Manager	KVAL/KCXY/KPIC
Anne Olson	Executive Assistant	KVAL/KCXY/KPIC

This year the company had 6 qualified applicants for the scholarship and awarded a total of \$13, 525.

JOB FAIRS:

On May 2, 2012, the station was represented at the Job & Networking Fair at Bellevue College by Megan Burcham, HR Recruiting Coordinator and Jennifer Hope, Sales Assistant for Fisher Communications, Inc.

UNITY: Journalists, Inc. is a coalition of the four alliances, the Asian American Journalists Association, the National Association of Hispanic Journalists, the Native American Journalists Association and the National Lesbian and Gay Journalists Association. UNITY August 1-4, 2012 Convention was held in Las Vegas, NV that included numerous education sessions, students projects and networking opportunities and a job fair for journalists and media professionals including career coaching services.

Company representatives in attendance at the station booth:

Deanna Heinrich, HR Director
Holly Guantt, VP News Programming
Sean Flanagan, News Director

On 9/19/2012, the station was represented at the Seattle University Job & Networking Fair by Megan Burcham, HR Recruiting Coordinator and Doreue Urbon, HR Supervisor. Roughly 400-600 students attended.

ON-GOING TRAINING:

On June 22, 2012, Fisher HR delivered its management skills compliance training which included topics on FCC Recruitment Requirements, Employment Law & Discrimination and Sexual Harassment & "Cyber Stalking."