

KING-TV, KONG-TV
EEO PUBLIC FILE REPORT
September 21, 2019 - September 20, 2020

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
Photojournalist/Visual Storyteller	1-2, 4-14, 17-18, 20-32	24
Multimedia Marketing Producer	1-2, 4-14, 17-18, 20, 24-25, 27-32	24
Sales Account Coordinator	1-2, 4-14, 17-20, 24-25, 27-32	24
Sales Account Coordinator	1-2, 4-14, 17-20, 24-25, 27-32	19
Tacoma News Bureau Chief	1-2, 4-14, 16-18, 20, 24-25, 27-32	24
News Anchor	1-2, 4-14, 17-18, 20, 22, 24-25, 27-32	24
National Sales Manager	1-2, 4-14, 17-18, 20, 22, 24-25, 27-32	22
Assignment Editor	1-2, 4-15, 17-18, 20, 22, 24-25, 27-32	24
Producer, New Day Northwest	1-2, 4-15, 17-18, 20, 22, 24-25, 27-32	24
Multi-Skilled Journalist: Everett	1-2, 4-14, 17-18, 20, 22, 24-25, 27-32	24
Broadcast Engineer	1-2, 4-14, 17-18, 20, 22, 24-25, 27-32	24
Producer	1-2, 4-14, 17-20, 22, 24-25, 27-32	19
Producer	1-2, 4-14, 17-20, 22, 24-25, 27-32	22
Senior Producer	1-2, 4-14, 17-18, 20, 22, 24-25, 27-32	24
Marketing Analyst	1-15, 17-20, 24-25, 27-32	19
Digital Content Producer	1-2, 4-15, 17-18, 20, 24-25, 27-32	24
Photojournalist/Visual Storyteller	1-2, 5-14, 17-20, 24-25, 27-32	24
Assignment Editor	1-2, 5-15, 17-18, 20, 22, 24-25, 27-32	24
Assignment Editor	2-3, 5-15, 17-20, 22, 24-25, 28-32	24

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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@aaaja.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 : dshsdvrlynnwood@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	Garfield Family Center YWCA 2323 E. Cherry St. Seattle, Washington 98122 Phone : 206-568-7845 Url : http://www.garfieldymca.com Email : r wells@ywca works.org Renee Wells	N	0
14	Glassdoor.com unknown Sausalito, California Url : http://www.glassdoor.com/index.htm Robert Hohman Manual Posting	N	0
15	Indeed.com - Not Directly Contacted by SEU	N	9
16	Internal Candidate	N	1
17	Juju.com unknown New York , New York Url : http://www.juju.com/ search engine Manual Posting	N	0
18	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	1
19	Linked In	N	6
20	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

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21	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
22	Other Source	N	22
23	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
24	TEGNA.com 7950 Jones Branch Drive McLean, Virginia Phone : 206-448-5555 Human Resources Broadcast Manual Posting	N	39
25	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
26	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
27	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

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28	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
29	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
30	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
31	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
32	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			79

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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	10/23/2019	Participation in events or programs sponsored by educational institutions	Society of Professional Journalists Western Washington Professional Chapter held an event to provide tips for students on Paving a Future in Journalism.	2	News Director Investigative Journalist
2	12/11/2019	Participation in other activities designed by the station employment unit	Innovation summit where employees from across the country came to brainstorm new content ideas for shows, segment pilots and discuss how to have better working news rooms. Discussed options for greater audience involvement, how to get our talent noticed, how to gain audience trust and how to report hard issues without being too negative. Many pilot projects that are in full swing (i.e., The Loop) came from ideas generated at the Innovation Summit.	2	GM Assistant News Director
3	1/9/2020	Participation in events or programs sponsored by educational institutions	Bear Creek High School held a high career days event and provided a journalist to serve as a speaker educating and discussed careers in the media industry.	1	Journalist
4	1/9/2020	Participation in events or programs sponsored by educational institutions	Pacific Lutheran University, hosted a student career fair exploring opportunities in the field of Journalism. KING/KONG stations supported the event by providing a guest speaker to participate in the panel discussion.	1	Journalist
5	1/20/2020	Participation in events or programs sponsored by educational institutions	University of Washington in conjunction with the KING/KONG stations invited a Broadcast Anchor to serve as the Journalism Class Speaker for the day, to educate and discuss careers in the media industry.	1	Anchor
6	2/25/2020	Participation in events or programs sponsored by educational institutions	Liberty Elementary School hosted the event For the Love of a Good Book. KING/KONG anchor participated in reading books to elementary school student classes.	1	Anchor
7	2/28/2020	Participation in events or programs sponsored by educational institutions	The first grade class at Bennett Elementary School invited TV anchor to serve as class speaker for the day to educate and discuss careers in the media industry.	1	Anchor

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8	9/8/2020	Establishment of training programs for station personnel	We have different experiences and perspectives on race depending on our racial identity. This often leads to tension and conflict in cross cultural dialogue. Typical ways in which we engage in everyday conversations don't necessarily work when talking about race or interacting across cultures. In this workshop participants learn seven tools to guide them in having effective conversations about race, racism, and race relations, adapted from the work of Glenn Singleton. Using these norms, we will then examine implicit bias and stereotype threat to deepen our appreciation of the challenges facing People of Color and grow in self-awareness.	170	All Staff