

**KING-TV, KONG-TV**  
**EEO PUBLIC FILE REPORT**  
**September 21, 2021 - September 20, 2022**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Weather Anchor	2, 4, 6, 8, 11-17, 21-23, 27, 33-35, 38-41	33
Multi-Skilled Journalist/Reporter -10549	1-3, 6-9, 11-12, 14, 19, 24, 27, 29-36, 38-39, 41	19
Producer - 10974	1-3, 6-8, 12, 14, 23-24, 27, 29-41	33
News Operations Engineer - 10980	1-3, 6-8, 11-12, 14, 23-25, 27, 29-36, 38-39, 41	25
Account Executive	6, 23, 28, 33, 41	28
Chief Meteorologist-11429	1-3, 5-8, 11-12, 14, 23-24, 27, 29-36, 38-41	33
Photojournalist-11481	1-3, 6-8, 11-12, 14, 23-24, 27, 29-39, 41	37
Broadcast Director-11579	1-3, 6-8, 11-12, 14, 18, 23-24, 27, 29-39, 41	37
Assignment Desk Editor-11641	1-3, 6-8, 11-12, 14, 23-24, 27, 29-36, 38-39, 41	33
Digital Content Producer-12152	1-4, 6-8, 11-14, 18, 23-24, 27, 29-36, 38-41	33
Race and Equity Executive Producer-11750	1-3, 6-8, 11-12, 14, 23-24, 27, 29-39, 41	33
News Operations Engineer-011951	1-3, 6-8, 11-12, 14, 23-24, 27, 29-36, 38-39, 41	33
Account Executive	1-4, 6-8, 11-14, 23-25, 27, 29-36, 38-41	33
Assignment Desk Editor - 012024	1-3, 6-8, 11-12, 14, 18-19, 23-24, 27, 29-36, 38-39, 41	19
Meteorologist-12125	1-3, 6-9, 11-12, 14, 23-24, 27, 29-39, 41	33
Digital Content Producer	1-4, 6-8, 10-14, 23-24, 26, 29-36, 38-41	26
Investigative Photojournalist - 012196	1-3, 6-8, 12, 14, 23-24, 29-36, 38-39, 41	33
Reporter - 012255	1-3, 6-9, 11-12, 14, 23-24, 29-36, 38-39, 41	33
Sports MSJ - 012330	1-3, 6-8, 11-12, 14, 23-24, 27, 29-36, 38-39, 41	33
Photojournalist, Evening - 012449	1-3, 6-8, 11-12, 14, 23-24, 29-36, 38-39, 41	33
Digital Sales Manager	1-4, 6-8, 11-14, 19, 23-24, 29-41	19
Sales Coordinator - 012468	1-3, 6-8, 11-12, 14, 23-25, 27, 29-36, 38-39, 41	33

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Photojournalist - 012475	1-3, 6-8, 11-12, 14, 23-24, 29-36, 38-39, 41	33
Multimedia Marketing Producer - 012506	1-3, 6-8, 11-12, 14, 19, 23-24, 29-33, 35-36, 38-39, 41	33
Multimedia Marketing Producer - 012506	1-3, 6-8, 11-12, 14, 19, 23-24, 29-33, 35-36, 38-39, 41	33
Digital Content Producer - 012543	1-3, 6-8, 11-12, 14, 23-25, 29-36, 38-39, 41	25
Broadcast Director-12604	1-3, 6-8, 11-12, 14, 20, 23-24, 29-36, 38-39, 41	33
Digital Video Producer-12649	1-3, 6-8, 11-12, 14, 23-24, 26, 28, 30-36, 38-39, 41	28
Traffic Coordinator-12658	1-3, 6-8, 11-12, 14, 23-24, 26, 30-36, 38-39, 41	33
Photojournalist-12775	1-3, 6-8, 11-12, 14, 23-24, 30-39, 41	33
Photojournalist (AM Show)-12776	1-3, 6-8, 11-12, 14, 23-24, 30-36, 38-39, 41	33
News Operations Engineer-12864	1-3, 6-8, 11-12, 14, 23-24, 26, 30-36, 38-39, 41	33
Digital Content Producer-12922	1-3, 6-8, 11-12, 14, 18, 23-25, 28, 30-39, 41	28
Investigative Photojournalist-13081	1-3, 6-8, 11-12, 14, 23-24, 30-39, 41	37

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	(WSAB) Washington State Association of Broadcasters 724 Columbia St. NW Suite 310 Olympia, Washington 98501 Phone : 360-705-0774 Url : <a href="http://www.wsab.org">http://www.wsab.org</a> Email : <a href="mailto:kshipman@wsab.org">kshipman@wsab.org</a> Char Myers	N	0
2	(WSU) Washington State University P.O. Box 642520 Pullman, Washington 99164 Phone : 509-335-8835 Url : <a href="http://www.wsu.edu">http://www.wsu.edu</a> Email : <a href="mailto:mmarcelo@wsu.edu">mmarcelo@wsu.edu</a> Marvin Marcelo	N	0
3	Art Institute of Seattle 2323 Elliott Ave. Seattle, Washington 98121 Phone : 206-239-2295 Url : <a href="http://www.new.artinstitutes.edu/seattle">http://www.new.artinstitutes.edu/seattle</a> Email : <a href="mailto:rpasley@aia.edu">rpasley@aia.edu</a> Renee Pasley	N	0
4	Bellevue College 3000 Landerholm Circle SE B232 Bellevue, Washington 98007 Phone : 425-564-2190 Url : <a href="http://www.bellevuecollege.edu">http://www.bellevuecollege.edu</a> Fabienne Mouton Manual Posting	N	0
5	Broadcast 1 Source Website	N	1
6	Career Builder 200 N. LaSalle St. Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Career Service Manual Posting	N	7
7	Clover Park Technical College 4500 Steilacoom Blvd SW Lakewood, Washington Email : <a href="mailto:clara.meyer@cptc.edu">clara.meyer@cptc.edu</a> Clara Meyer	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
8	Collective Talent (Talent Only) 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
9	Current Employee - Transfer/Promotion	N	3
10	Current Employee/Internal Promotion	N	1
11	Department of Veterans Affairs 1660 S. Columbian Way Seattle, Washington 98108 Phone : 206-764-2135 Url : <a href="http://www.pugetsound.va.gov">http://www.pugetsound.va.gov</a> Email : <a href="mailto:vincent.rhyne@va.gov">vincent.rhyne@va.gov</a> Vincent Rhyne	N	0
12	Department of Vocational Rehabilitation 20311 52nd Avenue W Suite 200 Lynnwood, Washington 98036 Phone : 425-673-3180 Url : <a href="http://www.l.dshs.wa.gov/dvr/contactus/lynnwood">http://www.l.dshs.wa.gov/dvr/contactus/lynnwood</a> Email : <a href="mailto:dshsdvrllynnwood@dshs.wa.gov">dshsdvrllynnwood@dshs.wa.gov</a> Doug Burkhalter	N	0
13	Edmonds Community College 20000 68th Ave. W. Lynnwood, Washington 98036 Phone : 425-640-1970 Url : <a href="http://ww.edcc.edu">http://ww.edcc.edu</a> Angel Vogt Manual Posting	N	0
14	Fleet & Family Support Center 13910 45th Ave. NE Marysville, Washington 98271 Phone : 425-304-3719 Url : <a href="http://www.navylifepnw.com">http://www.navylifepnw.com</a> Email : <a href="mailto:viviana.trappe@navy.mil">viviana.trappe@navy.mil</a> Vivian Trappe	N	0

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15	Fleet & Family Support Center 13910 45th Ave. NE Marysville, Washington 98271 Phone : 425-304-3719 Url : <a href="http://www.navylifepnw.com">http://www.navylifepnw.com</a> Email : <a href="mailto:jesse.bennett@navy.mil">jesse.bennett@navy.mil</a> Jesse Bennett	N	0
16	Garfield Family Center YWCA 2323 E. Cherry St. Seattle, Washington 98122 Phone : 206-568-7845 Url : <a href="http://www.garfieldymca.com">http://www.garfieldymca.com</a> Email : <a href="mailto:rwells@ywcaworks.org">rwells@ywcaworks.org</a> Renee Wells	N	0
17	Glassdoor.com unknown Sausalito, California Url : <a href="http://www.glassdoor.com/index.htm">http://www.glassdoor.com/index.htm</a> Robert Hohman Manual Posting	N	0
18	Indeed.com	N	5
19	Indeed.com - Not Directly Contacted by SEU	N	5
20	Internal Candidate	N	1
21	Job Board	N	1
22	Juju.com unknown New York , New York Url : <a href="http://www.juju.com/search_engine">http://www.juju.com/search_engine</a> Manual Posting	N	0
23	KING TV/KONG TV 333 Dexter Ave. N. Seattle, Washington 98109 Phone : 206-448-3931 Url : <a href="http://www.king5.com">http://www.king5.com</a> Stephanie Van Assche Manual Posting	N	0

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24	Lake Washington Technical College 11605 132nd Ave NE Kirkland, Washington Email : mary.powers@lwtech.edu Mary Powers	N	0
25	Linked In	N	6
26	LinkedIn / Word of Mouth	N	5
27	Medialine.com (news room only) 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 706-364-7564 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : medialine@medialine.com Rich Everett	N	0
28	Re-hire	N	3
29	Renton Technical College 3000 NE 4th St Renton, Washington Email : careerservices@rtc.edu Bo Dong	N	0
30	Shoreline Community College 16101 Greenwood Ave. N. Shoreline, Washington 98133 Phone : 206-546-5882 Url : <a href="http://www.shoreline.edu">http://www.shoreline.edu</a> Email : workforce@shoreline.edu Stephanie Tschanz	N	0
31	South Puget Sound Community College 2011 Mottman Rd SW Olympia, Washington Email : Smurrow@spscc.edu Sally Murrow	N	0
32	Tacoma Community College 6501 S 19th St Tacoma, Washington Phone : 253-566-5191 Email : nwilkerson@tacomacc.edu Natalie Wilkerson	N	0

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33	TEGNA.com 7950 Jones Branch Drive McLean, Virginia Phone : 206-448-5555 Human Resources Broadcast Manual Posting	N	97
34	TV Jobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-450-7584 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : markch@tvjobs.com Mark Holloway	N	0
35	Urban League of Metropolitan Seattle 105 14th Ave. Seattle, Washington 98122 Phone : 206-461-3792 Url : <a href="http://www.urbanleague.org">http://www.urbanleague.org</a> Email : ltaylor@urbanleague.org Linda Taylor	N	0
36	UW Tacoma 1900 Commerce St Tacoma, Washington Email : erichill@uw.edu Eric Hildorfer	N	0
37	Walk In/Self-Referral	N	12
38	Washington Vocational Services 111 SE Everett Mall Way Bldg. C, Suite 100 Everett, Washington 98208 Phone : 425-774-3338 Url : <a href="http://www.wvs.org">http://www.wvs.org</a> Email : pfrisk@wvs.org Peggy Frisk	N	0
39	Washington Vocational Services 22316 70th Ave. W. Suite D Mountlake Terrace, Washington 98043 Phone : 425-405-3401 Url : <a href="http://www.wvs.org">http://www.wvs.org</a> Email : jbruckshen@wvs.org Janet Bruckshen	N	0

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40	Worksource Seattle-King County 9600 College Way N. #1151 Seattle, Washington 98103 Phone : 206-293-4059 Url : <a href="http://www.worksourceskc.org">http://www.worksourceskc.org</a> Kitty Kitnikone Manual Posting	N	0
41	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>147</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	10/26/2021	Participation in events sponsored by organizations representing the community	An investigative reporter was a guest speaker at the Edmonds Rotary Club. He discussed his role as an Investigative Reporter and careers in journalism.	1	Investigative Reporter
2	11/3/2021	Establishment of training programs for station personnel	TEGNA launched a company-wide cybersecurity training program; Secure TEGNA, to increase employee understanding of cybersecurity threats and what they can do to protect their own digital life as well as that of the company. All TEGNA employees were required to complete Secure TEGNA Cybersecurity Awareness training by Wednesday, November 3.	193	All Station Employees
3	11/3/2021	Participation in events or programs sponsored by educational institutions	An Anchor met with the Crestbridge School Press Club, an international organization of youth journalist, via Zoom. He gave the students a tour of the studio followed by a discussion on careers in journalism.	1	Anchor
4	2/4/2022	Participation in events or programs sponsored by educational institutions	An Anchor worked with the Crestbridge School Press Club to help students develop journalism-related social media strategies and skills.	1	Anchor
5	2/9/2022	Participation in events sponsored by organizations representing the community	An Anchor was the keynote speaker for the Mercer Island Youth & Family Services Foundation annual fundraising breakfast via Zoom. Steve discussed his job as an anchor and careers in journalism.	1	Anchor
6	2/25/2022	Establishment of training programs for station personnel	This was the first in the 2022 TEGNA-wide quarterly Cybersecurity series training modules. Q1 focused on phishing and email safety. This training includes real-life examples of how phishing works, how it's different from spam, and what employees can do to defend against all forms of attacks	193	All Station Employees
7	3/4/2022	Participation in events sponsored by organizations representing the community	Volunteered at the Ronald McDonald House at Children's Hospital in Seattle. Discussed individual jobs and responsibilities as well as career opportunities in broadcasting with staff and residents.	2	Account Executive Director of Community Relations

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8	3/11/2022	Participation in events or programs sponsored by educational institutions	An Anchor spoke with two Communications for Careers classes at Bothell High School. He discussed applying communication skills to the world of work as well as career opportunities at KING and in broadcasting in general.	1	Anchor
9	4/23/2022	Participation in events sponsored by organizations representing the community	An investigative Reporter hosted Pacific Little League's League Day. He spoke with players, families and coaches about good sportsmanship and the importance of teamwork. He also discussed careers in journalism.	1	Investigative Reporter
10	5/2/2022	Participation in events sponsored by organizations representing the community	An Anchor emceed the Schechter Spark 2022 annual fundraiser in support of Camp Solomon Schechter, a Jewish Education Camp in the Northwest. Steve discussed his role at KING and career opportunities in journalism.	1	Anchor
11	5/7/2022	Participation in events sponsored by organizations representing the community	An Investigative Reporter emceed the Pacific Little League annual fundraising auction. He discussed his role as an Investigative Reporter and careers in journalism.	1	Investigative Reporter
12	5/27/2022	Establishment of training programs for station personnel	KING brought in a counselor from our mental health provider, Spring Health, for two x 2-hour group session from 8:30 - 10:30 am and 2:00 - 4:00 pm. The Team discussed the impact their work has on their mental health and were provided information on coping skills, stress management, and self-care. The consultant promoted the continuity of their care through additional Spring Health services.	18	Open to all station employees
13	6/19/2022	Establishment of training programs for station personnel	The Director of Photojournalism participated as faculty in a week-long News Video workshop hosted by the NPPA June 19 - 24th. The goals for the event were to help photographers become better journalists and stronger visual story tellers.	1	Director of Photojournalism

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14	6/24/2022	Establishment of training programs for station personnel	The Q2 2022 TEGNA-wide Cybersecurity series training module focused on the security of our data. The training provided information on social engineering, a series of manipulative practices cyber criminals adopt to convince users to surrender confidential information or fall victim to phishing attacks. Human awareness and action are the best ways to prevent cybercrimes.	193	All Station Employees
15	7/12/2022	Provision of training to management	TEGNA's Diversity and Inclusion HR Business Partner held a training for hiring managers on inclusive recruiting and hiring. Topics covered included learning about diversity, equity, and inclusion; the benefits of diverse teams, leveraging colleges, universities, and local organizations; measuring diversity; looking for transferrable skills; combatting unconscious bias; and best practices.	15	Department head Hiring manager
16	7/30/2022	Participation in events sponsored by organizations representing the community	KING sent three journalists to the Asian American Journalists Association annual conference. The AAJA advocates for stronger Asian representation and inclusion in the newsroom.	3	MSJ MSJ Journalist
17	8/7/2022	Participation in events sponsored by organizations representing the community	KING sent 4 journalists to the National Association of Black Journalists (NABJ) and National Association of Hispanic Journalists (NAHJ). The event is the premier conference for journalism education, career development, networking and industry innovation.	4	Anchor Anchor Anchor Bureau Chief
18	8/12/2022	Participation in events sponsored by organizations representing the community	KING volunteers work at the NorthWest Harvest Food Market. distributing goods to community shoppers. Discussed opportunities within the broadcast industry.	2	Account Executive HR Business Partner