

**KING-TV, KONG-TV**  
**EEO PUBLIC FILE REPORT**  
**September 21, 2020 - September 20, 2021**

**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
Producer- 8917	2, 4-5, 7-10, 12-17, 19-21, 24, 33-36, 38-41	33
Anchor/Reporter	2, 4-5, 7-10, 12-16, 20-21, 24, 26, 33- 36, 38-41	26
Anchor/Weather	2, 4-5, 7-10, 12-13, 15-16, 20-21, 24, 33-34, 36, 38-41	33
Assignment Editor	2-5, 7-10, 12-13, 15-16, 18, 20-21, 23- 24, 26, 33-34, 36, 38-41	18
Sales Coordinator	2, 4-5, 7-13, 15-16, 20-21, 24-25, 33- 34, 36, 38-41	11
Broadcast TD/Director	1-5, 7-10, 12-13, 15-16, 20-21, 24-25, 33-34, 36, 38-41	33
Tacoma Bureau Chief	2, 4-5, 7-10, 12-13, 15-16, 20-21, 24, 33-34, 36, 38-41	33
Multi-Skilled Journalist/Reporter	2-5, 7-10, 12-13, 15-16, 20-21, 24, 33- 34, 36, 38-41	33
Multi-Skilled Journalist/Reporter	2-5, 7-10, 12-13, 15-16, 20-21, 24, 33- 34, 36, 38-41	33
Multimedia Marketing Producer	2-5, 7-10, 12-13, 15-16, 20-21, 24, 29, 33-34, 36, 38-41	33
Broadcast and Digital Traffic Coordinator	2, 4-5, 7-10, 12-13, 15-16, 20-21, 24, 33-34, 36, 38-41	33
Traffic Anchor	2-5, 7-10, 12-13, 15-16, 20-21, 24, 29, 33-34, 36, 38-41	33
Producer	2, 4-5, 7-10, 12-13, 15-16, 20-21, 24, 33-34, 36, 38-41	33
Editor	2, 4-5, 7-10, 12-13, 15-16, 20-21, 24, 33-34, 36, 38-41	33
Morning Producer	2, 4-5, 7-10, 12-13, 15-16, 20-21, 24, 33-34, 36, 38-41	33
Morning Producer	2, 4-5, 7-10, 12-13, 15-16, 20-21, 24, 33-34, 36, 38-41	33
Photojournalist	2, 4-5, 7-10, 12-13, 15-16, 20-21, 24, 26-27, 33-34, 36, 38-41	27
Photojournalist	2, 4-5, 7-10, 12-13, 15-16, 20-21, 24, 26-27, 33-34, 36, 38-41	33
Photojournalist	2, 4-5, 7-10, 12-13, 15-16, 20-21, 24, 26-27, 33-34, 36, 38-41	33
Photojournalist	2, 4-5, 7-10, 12-13, 15-16, 20-21, 24, 26-27, 33-34, 36, 38-41	27

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KING 5 / Morning Anchor-Reporter / Full-Time / SAG	2, 4-5, 7-10, 12-13, 15-16, 20-21, 24, 26, 33-34, 36, 38-41	26
Account Manager	1-2, 4-5, 7-10, 12-13, 15-16, 20-21, 24, 33-34, 36, 38-41	33
Writer	2, 4-5, 7-10, 12-13, 15-16, 20-21, 24, 33-34, 36, 38-41	33
Digital Content Producer	2, 4-5, 7-10, 12-13, 15-16, 20-21, 24, 33-34, 36, 38-41	33
Digital Content Producer	2-5, 7-10, 12-13, 15-16, 20-21, 24, 31, 33-34, 36, 38-41	33
Sales Coordinator - 10410	2-5, 7, 9-10, 15-16, 20-21, 24, 33-34, 36, 38-41	33
Sales Coordinator - 10410	2-5, 7, 9-10, 15-16, 20-21, 24, 33-34, 36, 38-41	33
Sales Coordinator - 10410	2-5, 7, 9-10, 15-16, 20-21, 24, 33-34, 36, 38-41	33
Sales Coordinator - 10410	2-5, 7, 9-10, 15-16, 20-21, 24, 33-34, 36, 38-41	33
Producer - 10974	1-3, 5-7, 9, 12, 21-22, 24, 28-30, 32-34, 36-41	33
Producer - 10974	1-3, 5-7, 9, 12, 21-22, 24, 28-30, 32-34, 36-41	33
Account Executive	5, 21, 33, 41	33

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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 : <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	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	0
6	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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7	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
8	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
9	Department of Vocational Rehabilitation 20311 52nd Avenue W Suite 200 Lynnwood, Washington 98036 Phone : 425-673-3180 Url : <a href="http://www.1.dshs.wa.gov/dvr/contactus/lynnwood">http://www.1.dshs.wa.gov/dvr/contactus/lynnwood</a> Email : <a href="mailto:dshsdvrlynnwood@dshs.wa.gov">dshsdvrlynnwood@dshs.wa.gov</a> Doug Burkhalter	N	0
10	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
11	Employee Referral	N	1
12	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
13	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Fuzion Apps, Inc. 60 Schubach Drive Sugarland, Texas 77479 Phone : 713-234-7668 Url : <a href="http://www.fuzionapps.com">http://www.fuzionapps.com</a> Email : <a href="mailto:joblistings@fuzionapps.com">joblistings@fuzionapps.com</a> Laquitta DeMerchant	N	0
15	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
16	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
17	Indeed.com	N	2
18	Indeed.com - Not Directly Contacted by SEU	N	1
19	Internal Transfer/Promotion	N	1
20	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
21	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
22	Lake Washington Technical College 11605 132nd Ave NE Kirkland, Washington Email : <a href="mailto:mary.powers@lwtech.edu">mary.powers@lwtech.edu</a> Mary Powers	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Linked In	N	1
24	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 : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Rich Everett	N	0
25	NATAS Northwest Chapter P.O. Box 58530 Seattle, Washington 98138 Phone : 206-575-3444 Url : <a href="http://www.natas-seattle.org">http://www.natas-seattle.org</a> Email : <a href="mailto:natasnw@emmyonline.tv">natasnw@emmyonline.tv</a> Diane Bevins	N	0
26	Other Source	N	8
27	Re-hire	N	2
28	Renton Technical College 3000 NE 4th St Renton, Washington Email : <a href="mailto:careerservices@rtc.edu">careerservices@rtc.edu</a> Bo Dong	N	0
29	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 : <a href="mailto:workforce@shoreline.edu">workforce@shoreline.edu</a> Stephanie Tschanz	N	0
30	South Puget Sound Community College 2011 Mottman Rd SW Olympia, Washington Email : <a href="mailto:Smurrow@spscc.edu">Smurrow@spscc.edu</a> Sally Murrow	N	0
31	Station Website	N	1
32	Tacoma Community College 6501 S 19th St Tacoma, Washington Phone : 253-566-5191 Email : <a href="mailto:nwilkerson@tacomacc.edu">nwilkerson@tacomacc.edu</a> 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	71
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 : <a href="mailto:markch@tvjobs.com">markch@tvjobs.com</a> Mark Holloway	N	0
35	Urban Impact 7728 Rainier Ave. S. Seattle, Washington 98118 Phone : 206-722-2052 Url : <a href="http://www.urbanimpactseattle.org">http://www.urbanimpactseattle.org</a> Email : <a href="mailto:yeng@urbanimpactseattle.org">yeng@urbanimpactseattle.org</a> Yolanda Eng	N	0
36	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 : <a href="mailto:ltaylor@urbanleague.org">ltaylor@urbanleague.org</a> Linda Taylor	N	0
37	UW Tacoma 1900 Commerce St Tacoma, Washington Email : <a href="mailto:erichill@uw.edu">erichill@uw.edu</a> Eric Hildorfer	N	0
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 : <a href="mailto:pfrisk@wvs.org">pfrisk@wvs.org</a> Peggy Frisk	N	0

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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 : <a href="mailto:jbruckshen@wvs.org">jbruckshen@wvs.org</a> Janet Bruckshen	N	0
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>88</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	10/8/2020	Establishment of training programs for station personnel	All TEGNA employees completed the Respect & Integrity Employee Training. As part of a culture of professionalism and integrity, each of us has a personal responsibility to treat our colleagues with respect and uphold our high ethical standards.	200	GM News Director Marketing Director Local Prog Director
2	10/20/2020	Establishment of training programs for station personnel	This station is participating in TEGNA Inc.'s Producer-In-Residence ("PIR") Program. TEGNA Inc. established this PIR Program to train and provide experience to college graduates interested in a career in broadcasting/producing. The PIR Program affords each selected PIR the opportunity to gain real-life experience as a Producer. Each PIR attends an initial one-week training boot camp followed by a two-year placement as a Producer in one of TEGNA's stations. After a nation-wide search, TEGNA Inc. selects the PIR's, completes their initial training and then assigns each PIR to one of 15 stations participating in the PIR Program. The selected PIRs fulfill a 2-Year contract as a full-time employee with full compensation and benefits. The 2-year position provides the PIR on-the-job training, education, experience and resources that will become invaluable in this industry. The PIR will receive regular feedback on performance, consistent corporate training and check-in on progress. At the end of a successful two-year Program the contract period ends and the PIR has 2-years of on-the-job experience. While there is no guarantee of continued employment for the PIRs, at the end of the contract period the PIR may be offered an opportunity for retention and promotion to a Producer.	1	Producer In Residence

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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>
3	2/1/2021	Establishment of training programs for station personnel	The challenge will help employees increase their cybersecurity awareness on a variety of topics including social media accounts, email security, safe browsing and sensitive data protection. Every employee is required to take the Byte Back Challenge to test their knowledge on how employees can prevent cyberattacks.	200	GM News Director Marketing Director Local Prog Director
4	3/11/2021	Establishment of training programs for station personnel	Held a training for all hiring managers at the station that shared best practices for Inclusive Hiring. This training supports our strategic goal of building a diverse and inclusive workforce.	22	Sales Ops Supervisor Executive Producer News Director Sales Director
5	3/18/2021	Establishment of training programs for station personnel	Inclusive Journalism Training - training program that provided our Journalists, Marketers and content creators with the tools, knowledge, and accountability they need to create inclusive content.	120	Producers, Anchors etc Exec Producers etc
6	Ongoing Event	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 3 intern(s) for several-month assignments.	3	Evening Intern New Day Intern Sports Intern
7	Ongoing Event	Establishment of a mentoring program	Mentor Program at the station – Veteran Anchors/Reporters at KING created a mentor program for newly hired Journalists/Anchors. The veteran journalists would work one on one with mentees on pitching story ideas, writing and editing copy, networking within the community, building a contact list and their on-camera presence.	4	Anchor Anchor Chief Reporter Exec Producer