

**KCPQ-TV, KZJO**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2018 - September 30, 2019**

**Statement of EEO Policy**

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's EEO Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Station(s) KCPQ-TV, KZJO, Seattle, Washington.

KCPQ-TV, KZJO, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact Human Resources at 206-674-1313.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a background check and drug test (if required). A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

**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>
Photographer-2	2-11, 13-15, 21-22, 24, 27, 29-30, 33, 36, 38, 40-43, 45-48	46
Assignment Editor/Digital Producer	2-17, 19-22, 27-32, 35-38, 40-48	46
photographer-1	2-5, 7-10, 12-17, 19-22, 24, 27-33, 35-38, 40-43, 45-48	16
News Producer	2-5, 7-10, 12-15, 17, 19-22, 27-32, 35-38, 40-43, 45, 47-48	42
Photographer	2-5, 7-10, 13-15, 21-22, 24-25, 27, 29-30, 36, 38, 40-42, 45-48	25
Creative Services Manager	2-5, 7-10, 13-16, 21-22, 24, 27, 29-31, 35-38, 40-42, 45, 47-48	42
Editor, News	2-5, 8-10, 12-15, 21-22, 24-25, 27, 29-31, 35-38, 40-42, 45, 47-48	25
Director, Technology	2-5, 7-17, 19-21, 27, 29-32, 35-42, 45, 47-48	16
Digital Producer	2-10, 12-15, 19, 21-22, 27, 29-32, 34-38, 40-42, 45, 47-48	42
Account Executive	2-5, 7-22, 27-32, 35-38, 40-42, 45, 47-48	18
Production Tech/Director/Editor	2-5, 7-17, 19-22, 24-25, 27-32, 35-38, 40-42, 45, 47-48	25
Engineer, Maintenance	2-5, 7-10, 13-15, 21-23, 27-30, 33, 36, 38, 40-42, 45, 47-48	23

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FT Production Technician	2-5, 7-8, 10, 13-16, 21-22, 24-25, 27, 29-30, 36, 38, 40-42, 45, 47-48	25
Administrative Assistant	2-17, 19-22, 27-38, 40-42, 45, 47-48	16
Producer (NE)	2-5, 7-15, 17, 19-22, 27, 29-32, 35-38, 40-42, 45, 47-48	42
Producer	2-5, 7-10, 13-15, 21-22, 27, 29-31, 36, 38, 40-42, 45, 47-48	42
Reporter	2-5, 7-17, 19-22, 25, 27-32, 35-38, 40- 42, 45, 47-48	25
Reporter	2-5, 7-17, 19-22, 25, 27-32, 35-38, 40- 42, 45, 47-48	4
Writer/Producer, Creative Services	2-5, 7-15, 17, 19-22, 25, 27-32, 35-38, 40-42, 45, 47-48	25
Reporter	1-5, 7-10, 13-16, 21-22, 27, 29-30, 36, 38, 40-42, 45, 47-48	42
Editor, Assignment	2-5, 7-15, 17, 19-22, 25, 27-32, 35-38, 40-42, 45, 47-48	25
Meteorologist/Reporter	1-5, 7-17, 19-22, 27-32, 35-38, 40-42, 45, 47-48	1
Editor, Assignment	2-5, 7-10, 13-15, 21-22, 26-27, 29-30, 36, 38, 40-42, 45, 47-48	26

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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	Agency Referral	N	6
2	American Sportscasters Assoc 225 Broadway Suite 2030 New York, New York 10007 Phone : 212 227-8080 Email : lschwa8918@aol.com Fax : 1-212-571-0556 Louis Schwartz	N	0
3	Art Institute of Seattle 2323 Elliott Ave Seattle, Washington 98121 Phone : 206 239-2307 Email : aisjobs@aia.edu Job Postings	N	0
4	Asian American Journalists Association 1182 Market St Suite 320 San Francisco, California 94102 Phone : 415 346-2051 Email : justins@aaaja.org Albert Lee	N	1
5	Asian American Journalists Association PO Box 9698 Seattle, Washington 98109 Phone : 206 448-5555 Email : info@aaajaseattle.org Lori Matsukawa	N	0
6	Asian American Media 145 Ninth Street Suite 350 San Francisco, California 94103 Phone : 415 863-0814 x103 Email : info@asianamericanmedia.org Fax : 1-415-863-7428 Donald Young	N	0
7	Black Journalists Association of Seattle 2300 South Massachusetts Street Seattle, Washington 98144 Phone : 206 464-3217 Email : lvarner@seattletimes.com Fax : 1-206-464-2261 Lynne Varner	N	0

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8	California Chicano News Media Assn 3800 Figueroa St Los Angeles, California 90037 Phone : 213 743-4960 Email : ccnmainfo@ccnma.org Julio Moran	N	0
9	Central Area Motivation Program 722- 18th Ave Seattle, Washington 98122 Phone : 206 812-4940 Email : annaj@campseattle.org Fax : 1-206-328-8138 Anna Justice	N	0
10	Central Washington University 400 University Way Ellensburg, Washington 98926 Phone : 509 963-1921 Email : career@cwu.edu Vicki Potts	N	0
11	Centro Latino Americano 944 West 5th Ave Eugene, Oregon 97402 Phone : 541 687-2667 Email : cristian@cla1.org Raul de la O	N	0
12	Columbia College 600 S Michigan Avenue Chicago, Illinois 60605 Phone : 312 344-7344 Email : recruiting@colum.edu Fax : 1-312-344-8020 Job Postings	N	0
13	Cynthia Turner's Cynopsis 10 Norden Place Norwalk, Connecticut 6855 Phone : 203-926-9878 Email : cynopsis@optonline.net Job Postings	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	Eastern Washington University 526 W. Fifth St Cheney, Washington 99004 Phone : 509 359-6365 Email : careers@ewu.edu EWU Career Center	N	0
15	Edward R Murrow School of Comm. WA State University PO Box 641030 Pullman, Washington 99164 Phone : 509 335-1556 Email : tina.taylor-amend@wsu.edu Fax : 1-509-335-1555 Tina Taylor-Amend	N	0
16	Employee Referral	N	19
17	Ethnic Heritage Council 305 Harrison Street #304 Seattle, Washington 98109 Phone : 206 443-1410 Email : ethnic.heritage@seattle.gov Fax : 1-206-443-1408 Peter Davenport	N	0
18	Former Employee	N	1
19	Foundation for Minority Interests in Media 30 Rockefeller Plaza New York, New York 10112 Phone : 202 637-4494 Email : phylis.eagle-oldson@corporate.ge.com Phylis Eagle-Oldson	N	0
20	Goodwill Industries 1943 SE Sixth Ave Portland, Oregon 97124 Phone : 503 238-6186 Email : gvanallen@gicw.org Rob Grindeland	N	0
21	Hispanic Metropolitan Chamber of Commerce 333 SW 5th Ave Suite 100 Portland, Oregon 97207 Phone : 503 222-0280 Email : info@hmccoregon.com Adelina Larsen	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
22	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Online Posting Manual Posting	N	4
23	Indeed.com	N	1
24	Internal Candidate	N	14
25	Internal Transfer/Promotion	N	7
26	Linked In	N	3
27	NATAS Job Bank PO Box 58530 Seattle, Washington 98138 Phone : 206 575-3444 Url : <a href="http://www.natasnw.org">http://www.natasnw.org</a> Email : <a href="mailto:natas@assi-seattle.net">natas@assi-seattle.net</a> Fax : 1-206-575-9255 Diane Bevins	N	0
28	National Assoc of Hispanic Journalists Career Resource Center 1000 National Press Bldg Washington, District of Columbia 20045 Phone : 888 346-6245 Email : <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a> J Guillen	N	0
29	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : <a href="mailto:lojelks@aol.com">lojelks@aol.com</a> Lo Jelks	N	0
30	National Lesbian & Gay Journalist Association 2120 L Street Suite 850 Washington, District of Columbia 20037 Email : <a href="mailto:info@nljja.org">info@nljja.org</a> Michael Tune	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>
31	Natl Assoc of Hispanic Journalists-UCLA 510 Kelton Avenue Los Angeles, California 90024 Phone : 323-348-6615 Email : kch18@ucla.edu Enrique Chiabra	N	0
32	North Seattle Community College 9600 College Way N Seattle, Washington 98103 Phone : 206 527-3685 Email : careerservices@sccd.ctc.edu Marloes Koning	N	0
33	Other Source	N	8
34	Producer Solution.com JBA Inc Media Consulting 960 Natma St Suite 4 San Francisco, California 94103 Phone : 415 552- 3481 Email : scottjames@producersolution.com Fax : 1-415-552-3483 Scott James	N	0
35	Seattle Central Community College Career Placement 1701 Broadway Seattle, Washington 98122 Phone : 206 587-5422 Email : studentjobs@sccd.ctc.edu Fax : 1-206-287-5529 William Gjuguna	N	0
36	Seattle Pacific University 3307 3rd Avenue West Seattle, Washington 98119 Email : cdcjobs@spu.edu Job Postings	N	0
37	Seattle Vocational Institute 2120 S Jackson St Suite 109-B Seattle, Washington 98144 Phone : 206 516-2940 Url : <a href="http://sviweb.sccd.ctc.edu">http://sviweb.sccd.ctc.edu</a> Email : gbradford@sccd.ctc.edu Gerald Bradford	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
38	St. of Wash. Commission on Asian PO Box 40925 Olympia, Washington 98504 Url : <a href="http://www.capaa.wa.gov">http://www.capaa.wa.gov</a> Email : <a href="mailto:capaa@capaa.wa.gov">capaa@capaa.wa.gov</a> Job Postings	N	0
39	Station Website	N	1
40	Tacoma Urban League 2550 S Yakima Ave Tacoma, Washington 98405 Phone : 253 383-2007 Email : <a href="mailto:cparker@thetacomaurbanleague.org">cparker@thetacomaurbanleague.org</a> Fax : 1-253-383-4818 Michelle Wheeler	N	0
41	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting Manual Posting	N	0
42	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting Manual Posting	N	37
43	Univ. of WA Career Services 134 Mary Gates Hall Campus Box 352810 Seattle, Washington 98195 Email : <a href="mailto:huskyjob@u.washington.edu">huskyjob@u.washington.edu</a> Erin Foy	N	0
44	Unknown Referral Source	N	1
45	WA State Hispanic Chamber of Commerce PO Box 21925 Seattle, Washington 98111 Phone : 206 441-8894 Email : <a href="mailto:info@gwhcc.org">info@gwhcc.org</a> Rosita Romero	N	0
46	Walk In	N	6

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
47	Washington Coalition of Citizens with Disabilities 4649 Sunnyside Ave Suite 100 Seattle, Washington 98103 Phone : 206 545-7059 Fax : 1-206-545-7059 Jeanette Murphy	N	0
48	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>109</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	3/25/2019	Establishment of training programs for station personnel	Training with Kevin Benz for News staff and managers. This training is designed to improve the Journalistic skills of the attendees, helping them to hone their craft and grow in their careers.	3	News Director Managing Editor Executive Producer
2	7/30/2019	Participation in other activities designed by the station employment unit	We hosted a station tour for the Sports Media Institute. "Sports Media Institute is a non-profit mentoring and sports media training program that provides opportunities for youth to learn and develop marketable skills through meaningful experiences in the field of sports journalism, sports management & sports entertainment".	2	News Director Managing Editor
3	8/7/2019	Participation in Job Fairs	NABJ Job Fair in Miami. All attendees were physically on location in Miami for this job fair and resumes were collected and applicants present that were from the Seattle, Washington area.	3	HR Manager Recruiter Supervising Producer