

	KCPQ/KZJO-TV, Tacoma/Seattle, Washington					
	ANNUAL EEO PUBLIC FILE REPORT					
	10/01/16 to 9/30/17					
STATEMENT OF EEO POLICY						
This EEO Public File Report is filed in compliance with Section 73.2080 (c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Stations KCPQ-TV/KZJO-TV, Tacoma/Seattle, Washington.						
KCPQ-TV/KZJO-TV, 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 the Human Resources Director at 206-674-1313.						
SECTION I. VACANCY LIST						
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. A person was deemed "interviewed" whether he or she was interviewed in person or over the phone. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.						
Full-Time Vacancies Filled During Reporting Period (10/01/16 to 9/30/17)						
	Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant(s)	Total Number Interviewed (from all Referral Sources)		
1	Photographer FT	1,2,4, 8,18,21,24,27,28,30,33,34,37,40-45,48-51,53,55,59, 65, 71, 75,94,95,96	4 website	5		
2	Newscast Editor/Production Tech	1,2,4, 8,18,21,24,27,28,30,33,34,37,40-45,48-51,53,55,59, 65, 71, 75,94,95,96	1 internal posting	5		
3	Newscast Editor/Production Tech	1,2,4, 8,18,21,24,27,28,30,33,34,37,40-45,48-51,53,55,59, 65, 71, 75,94,95,96	4 web career builder	6		
4	Technology Coordinator	1,2,4, 8,18,21,24,27,28,30,33,34,37,40-45,48-51,53,55,59, 65, 71, 75,94,95,96	1 internal posting	10		
5	Producer, Executive	1,2,4, 8,18,21,24,27,28,30,33,34,37,40-45,48-51,53,55,59, 65, 71, 75,94,95,96,98	2 employee referral	4		
6	producer, Multi Media	1,2,4, 8,18,21,24,27,28,30,33,34,37,40-45,48-51,53,55,59, 65, 71, 75,94,95,96,98	4 web career builder	5		
7	News Marketing Manager	1,2,4, 8,18,21,24,27,28,30,33,34,37,40-45,48-51,53,55,59, 65, 71, 75,94,95,96	4 web career builder	9		
8	Prod Tech/Director/Editor	1,2,4, 8,18,21,24,27,28,30,33,34,37,40-45,48-51,53,55,59, 65, 71, 75,94,95,96	4 web career builder	5		
9	Traffic Coordinator	1,2,4, 8,18,21,24,27,28,30,33,34,37,40-45,48-51,53,55,59, 65, 71,73, 75,94,95,96	4 web career builder	7		
10	Sales Assistant	1,2,4, 8,18,21,24,27,28,30,33,34,37,40-45,48-51,53,55,59, 65, 71, 73, 75,94,95,96	2 employee referral	6		
11	FT Producer	1,2,4, 8,18,21,24,27,28,30,33,34,37,40-45,48-51,53,55,59, 65, 71, 75,94,95,96	2 employee referral	5		
12	FT Producer	1,2,4, 8,18,21,24,27,28,30,33,34,37,40-45,48-51,53,55,59, 65, 71, 75,94,95,96	4 website	5		
13	Coordinator, Creative Services	1,2,4, 8,18,21,24,27,28,30,33,34,37,40-45,48-51,53,55,59, 65, 71, 75,94,95,96	1 internal posting	5		
14	Traffic Coordinator	1,2,4, 8,18,21,24,27,28,30,33,34,37,40-45,48-51,53,55,59, 65, 71, 75,94,95,96	4 website	7		
15	Photographer	opened by corp to replace dustin gagne, transderred A Rubin from Denver	4 website	5		
16	News Producer Morning	1,2,4, 8,18,21,24,27,28,30,33,34,37,40-45,48-51,53,55,59, 65, 71, 75,94,95,96	4 website	3		
17	Media Coordinator	1,2,4, 8,18,21,24,27,28,30,33,34,37,40-45,48-51,53,55,59, 65, 71, 75,94,95,96	1 internal posting	5		
18	Content Manager	1,2,4, 8,18,21,24,27,28,30,33,34,37,40-45,48-51,53,55,59, 65, 71, 75,94,95,96	4 website	5		
19	Producer, News	1,2,4, 8,18,21,24,27,28,30,33,34,37,40-45,48-51,53,55,59, 65, 71, 75,94,95,96	4 website	4		
20	Multi Media Journal	1,2,4, 8,18,21,24,27,28,30,33,34,37,40-45,48-51,53,55,59, 65, 71, 75,94,95,96	4 website	5		
21	News Brand Producer	1,2,4, 8,18,21,24,27,28,30,33,34,37,40-45,48-51,53,55,59, 65, 71, 75,94,95,96	2 employee referral	6		
22	Sr News Brand Producer	1,2,4, 8,18,21,24,27,28,30,33,34,37,40-45,48-51,53,55,59, 65, 71, 75,94,95,96	2 employee referral	8		
23	News Brand Producer	1,2,4, 8,18,21,24,27,28,30,33,34,37,40-45,48-51,53,55,59, 65, 71, 75,94,95,96	4 wesite	6		
24	Producer, Executive	1,2,4, 8,18,21,24,27,28,30,33,34,37,40-45,48-51,53,55,59, 65, 71, 75,94,95,96	2 employee referral	5		
25	Reporter FT	1,2,4, 8,18,21,24,27,28,30,33,34,37,40-45,48-51,53,55,59, 65, 71, 75,94,95,96	3 agent	5		
26	Assignment Editor/story Producer	1,2,4, 8,18,21,24,27,28,30,33,34,37,40-45,48-51,53,55,59, 65, 71, 75,94,95,96	2 employee referral	6		
27	Assignment Editor	1,2,4, 8,18,21,24,27,28,30,33,34,37,40-45,48-51,53,55,59, 65, 71, 75,94,95,96	4 website	6		
28	Chief Photographer	1,2,4, 8,18,21,24,27,28,30,33,34,37,40-45,48-51,53,55,59, 65, 71, 75,94,95,96	2 employee referral	5		

Full-Time Vacancies Filled During Reporting Period (10/01/16 to 9/30/17)						
	Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant(s)	Total Number Interviewed (from all Referral Sources)		
29	Sr News Brand Producer	1,2,4, 8,18,21,24,27,28,30,33,34,37,40-45,48-51,53,55,59, 65, 71, 75,94,95,96,	5 print ad	5		
30	FT Producer	1,2,4, 8,18,21,24,27,28,30,33,34,37,40-45,48-51,53,55,59, 65, 71, 75,94,95,96,	4 website	5		
31	Marketing and Sales Coordinator	1,2,4, 8,18,21,24,27,28,30,33,34,37,40-45,48-51,53,55,59, 65, 71, 75,94,95,96,	4 website	5		
			TOTAL INTERVIEWED:	173		

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**SECTION II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

A pound sign ("#") denotes those sources that have requested notification of job vacancies pursuant to Section 73.2080(c) of the FCC's 2002 EEO Rule.

**Recruitment Sources Used During Reporting Period (10/1/16 to 9/30/17)**

#	Recruitment Source & Contact Information	Entitled to Vacancy Notification? (Y/N)	No. of Interviewees Referred by Source Over Reporting Period
1	<b>KCPQ/KZJO Internal Posting</b>	N	26
2	<b>Employee Referral</b>	N	26
3	<b>Agent</b>	N	6
4	<b>Tribune Company Posting</b> Tribune Career Opportunities website & iCIMS Platform: <a href="http://www.tribune.com/employment/index.html">http://www.tribune.com/employment/index.html</a>	N	97
5	<b>KCPQ/KZJO Website (Q13Fox.com)</b>	N	9
6	<b>Other</b> (Includes: Employment agencies, unsolicited Internet websites, Industry contacts, Walk-in's, etc.)	N	8
7	<b>LINKED IN</b> <a href="http://www.linkedin.com">www.linkedin.com</a>	N	0
8 added 1/15	<b>AT WORK WA</b> 1935 152nd PI NE Bellevue, WA 98007 425-274-4000 Autumn Cutter employment consultant <a href="mailto:autumnc@atworkwa.org">autumnc@atworkwa.org</a> potential employees with disabilities	N	0
9	<b>Electronic Media/Television Week</b> 6500 Wilshire Boulevard, Suite 2300 Los Angeles, CA 90048 Contact: Marc Abrams 323-370-2415 fax: 323-658-6174 <a href="mailto:Maabrams@crain.com">Maabrams@crain.com</a>	N	0
10	<b>Media Line Website</b> P.O. Box 51909 Pacific Grove, CA 93950 Contact: Mark Shilstone 800-237-8073 <a href="http://www.medialine.com">www.medialine.com</a>	N	0
11	<b>NAB Website</b> 1771 "N" Street, NW Washington, D.C. 20036 Contact: Karen Hunter 202-429-5300 202-429-5498 <a href="mailto:khunter@nab.org">khunter@nab.org</a> <a href="http://www.nabef.org">www.nabef.org</a>	N	0
12	<b>TVSpy Website</b> 756 Bay Street San Francisco, CA 94109 Contact: Don Fitzpatrick 415-775-9817 <a href="http://www.tvspy.com/membership/memberhome.cfm">www.tvspy.com/membership/memberhome.cfm</a> <a href="mailto:shoptalk@tvspy.com">shoptalk@tvspy.com</a>	N	0
13	<b>Media Inc.</b> 1201 First Ave. S., Suite 309 Seattle, WA 98134 Contact: Audra Higgins 206-382-9220 <a href="mailto:ahiggins@media-inc.com">ahiggins@media-inc.com</a>	N	0
14	<b>ProMax.org Website</b> 2029 Century Park E., Suite 555 Los Angeles, CA 90067 Contact: Kevin Berk 310-788-7616 <a href="http://www.promax.tv/community.asp">www.promax.tv/community.asp</a>	N	0
15	<b>Graeme Newell Website</b> 602 Communications 6839 Charter Hills Road Charlotte, NC 28277	N	0

**Recruitment Sources Used During Reporting Period (10/1/16 to 9/30/17)**

#	Recruitment Source & Contact Information	Entitled to Vacancy Notification? (Y/N)	No. of Interviewees Referred by Source Over Reporting Period
	Contact: Graeme Newell (704) 543-1426 Gnewell@602communications.com www.602communications.com		
16	<b>The Oregonian</b> 1320 SW Broadway Portland, OR 97201 1-800-364-8466 fax: 503-294-4198 Contact: Kristie Johnson www.oregonlive.com	N	0
17	<b>Spokesman Review</b> P.O. Box 2160 Spokane, WA 99210 Contact: Ruth 509-459-5005 commercialclass@spokesman.com	N	0
18	<b>Idaho Statesman</b> 1200 N. Curtis Road Boise, Idaho 83706 Contact: Tina Bartlett 208-377-6200 fax: 208-377-6309	N	0
19	<b>The Register Guard</b> PO Box 10188 Eugene, OR 97440-2188 Contact: Kelly Gant 541-485-1234 www.registerguardnet.com	N	0
20	<b>Broadcasting &amp; Cable</b> 5700 Wilshire Boulevard, Suite 120 Los Angeles, CA 90036 Contact: Katie Rosa 323-965-2089 katie.rosa@variety.com	N	0
21	<b>TVJobs.com Website</b> Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 Contact: Mark Holloway 877-988-9808 www.tvjobs.com/postjobs	N	0
22	<b>Spots N Dots (Trade Fax)</b> 167 Oakdale Road Johnson City, NY 13790 Contact: Lynn Zook 888-884-2630 Fax: 607-729-7331 Ad@SpotsNDots.com	N	0
23	<b>WorkSourceWashington.com</b> 360-438-4123 work@esd.wa.gov <a href="http://www.go2worksource.com">www.go2worksource.com</a>	N	0
24	<b>TVB Website</b> 3 East 54th Street New York, NY 10022 Contact: Hope Etheridge 212-486-1111 www.tvb.org	N	0
25	<b>Wa.St.Assoc.of Broadcasters Website</b> 724 Columbia Street N.W., Suite 310 Olympia, WA 98501 Contact: Mark Allen/Char Myers wa-broadcasters@earthlink.net <a href="http://www.wsab.org">www.wsab.org</a> <a href="mailto:wsabjobbank@earthlink.net">wsabjobbank@earthlink.net</a>	N	0
26	<b>Media Week/Adweek/Brandweek</b> Adweek Media 770 Broadway - 7th Floor New York, NY 10003 Contact: Adam Bernacchio 646-654-4589 www.adweek.com Adam.Bernacchio@nielsen.com	N	0
27	<b>AAJA Website</b> (Asian Amer.Journalists Assoc) 1182 Market Street, Suite 320 San Francisco, CA 94102 Contact: Albert Lee Phone: 415 346-2051 www.aaja.org post@aaja.org	N	0

**Recruitment Sources Used During Reporting Period (10/1/16 to 9/30/17)**

#	Recruitment Source & Contact Information	Entitled to Vacancy Notification? (Y/N)	No. of Interviewees Referred by Source Over Reporting Period
28	<b>NAACP</b> 105 - 14th Ave., Suite C, Seattle, WA Seattle, WA 98122 Contact: Lacey Steele 206-324-6600 fax: 206-324-1422	N	0
29	<b>St. of Wash. Commission on Asian Pacific American Affairs</b> 1210 Eastside St. SE, 1st Floor Olympia, WA 98504 Contact: Ellen Abellera 360-586-9500 <a href="mailto:capaa@capaa.wa.gov">capaa@capaa.wa.gov</a> <a href="http://www.capaa.wa.gov">www.capaa.wa.gov</a>	N	0
30	<b>Wash. State Hispanic Chamber of Commerce</b> P.O. Box 21925 Seattle, WA 98111 Contact: Rosita Romero 206-441-8894 <a href="mailto:president@wshcc.com">president@wshcc.com</a>	N	0
31	<b>Washington Women's Employment &amp; Education</b> 3516 S. 47th St. #205 Tacoma, WA 98409 Contact: Deborah Howell 253-474-9933 Fax: 253-474-3366	N	0
32	<b>Art Institute of Seattle</b> 2323 Elliott Ave. Seattle, WA 98121 Contact: Scott MacIntire 206-239-2337 Fax: 206-441-3475 <a href="mailto:aisjobs@aia.edu">aisjobs@aia.edu</a> <a href="mailto:smacintire@aia.edu">smacintire@aia.edu</a> <a href="mailto:darthompson@aia.edu">darthompson@aia.edu</a>	N	0
33	<b>Univ. of Wash. Career Services</b> Box 352810 Seattle, WA 98195 Contact: Erin Foy 206-543-9107 <a href="mailto:huskyjob@u.washington.edu">huskyjob@u.washington.edu</a> <a href="https://washington-csm.symplicity.com/employers/">https://washington-csm.symplicity.com/employers/</a>	N	0
34	<b>Asian American Media</b> 145 - 9th Street, Suite 350 San Francisco, CA 94103 Contact: Donald Young 415-863-0814 x103 Fax: 415-863-7428 <a href="mailto:info@asianamericanmedia.org">info@asianamericanmedia.org</a>	N	0
35	<b>Ethnic Heritage Council</b> 305 Harrison St. #304 Seattle, WA 98109 Contact: Peter Davenport 206-443-1410 Fax: 206-443-1408 <a href="mailto:ethnic.heritage@seattle.gov">ethnic.heritage@seattle.gov</a>	N	0
36	<b>Seattle Central Community College Career Placement</b> 1701 Broadway BE1140 Seattle, WA 98122 Contact: William Gjuguna 206-587-5422 Fax: 206-287-5529 <a href="mailto:studentjobs@sccd.ctc.edu">studentjobs@sccd.ctc.edu</a>	N	0
37	<b>Asian American Journalists Assn/Seattle c/o KING-TV</b> P.O. Box 9698 Seattle, WA 98109		

**Recruitment Sources Used During Reporting Period (10/1/16 to 9/30/17)**

#	Recruitment Source & Contact Information	Entitled to Vacancy Notification? (Y/N)	No. of Interviewees Referred by Source Over Reporting Period
	Contact: Lori Matsukawa 206-448-5555 info@aaajaseattle.org	N	0
38	<b>Women's Business Exchange</b> 1900 W. Nickerson, Suite 116 Seattle, WA 98119 Contact: Judy Dowling 206-382-1234 info@wbex.org	N	0
39	<b>Bates Technical College Job Service Placement</b> 1101 S. Yakima Ave. Tacoma, WA 98405 Contact: Shirley Miller 253-680-7240 800-562-7099 fax: 253-680-7187 jobservices@bates.ctc.edu	N	0
40	<b>Washington State University Women's Resource Center</b> Wilson 8 Pullman, WA 99164 Contact: Turea Erwin 509-335-6849 turea_erwin@wsu.edu	N	0
41	<b>Natl. Assoc. of Hispanic Journalists Career Resource Center</b> 1000 National Press Bldg. Washington, D.C. 20045 Contact: J. Guillen 888-346-NAHJ Post jobs: jobbank@nahj.org www.nahj.org	N	0
42	<b>California Chicano News Media Assn.</b> 3800 Figueroa St. Los Angeles, CA 90037 Contact: Julio Moran 213-743-4960 ccnmainfo@ccnma.org	N	0
43	<b>Central Area Motivation Program</b> 722 - 18th Ave. Seattle, WA 98122 Contact: Anna Justice 206-812-4940 Fax: 206-328-8138 AnnaJ@campseattle.org	N	0
44	<b>Tacoma Urban League</b> 2550 S. Yakima Ave. Tacoma, WA 98405 Contact: Michelle Wheeler 253-383-2007 Fax: 253-383-4818 d.griggs@tacomaurbanleague.org	N	0
45	<b>Natl. Assoc. of Hispanic Journalists - University of California, Los Angeles</b> Le Conte Ave. & Westwood Blvd. Westwood, CA 90024 Contact: Enrique Chiabra kch18@ucla.edu	N	0
46	<b>Edward R. Murrow School of Cmu. Washington State University</b> 226 Murrow Center Pullman, WA 99163 Contact: Tina Taylor-Amend 509-335-1556 Fax: 509-335-1555 tina.taylor-amend@wsu.edu	N	0

**Recruitment Sources Used During Reporting Period (10/1/16 to 9/30/17)**

#	Recruitment Source & Contact Information	Entitled to Vacancy Notification? (Y/N)	No. of Interviewees Referred by Source Over Reporting Period
47	<b>Black Journalists Assoc. of Seattle</b> c/o Seattle Times 1120 John Street Seattle, WA 98109 Contact: Lynne Varner 206-464-3217 Fax: 206-464-2261 lvarner@seattletimes.com	N	0
48	<b>Wash. Coalition of Citizens w/Disabilities</b> 4649 Sunnyside Ave. N. Suite 100 Seattle, WA 98103 Contact: Jeanette Murphy 206-545-7055 Fax: 206-545-7059 DO NOT USE/BAD EMAIL: info@wccd.org	N	0
49	<b>Seattle University</b> Career Development Center 900 Broadway Seattle, WA 98122 Contact: James Vest 206-296-6080 www.seattleu.edu	N	0
50	<b>Seattle Pacific University</b> Career Development Center 3rd West & West Nickerson Seattle, WA 98119 <a href="mailto:cdcjobs@spu.edu">cdcjobs@spu.edu</a> <a href="http://spu-csm.symplicity.com/employers">http://spu-csm.symplicity.com/employers</a>	N	0
51	<b>North Seattle Community College</b> Career Development Center 9600 College Way N. Seattle, WA 98103 Contact: Marloes Koning 206-527-3685 careerservices@sccd.ctc.edu	N	0
52	<b>Columbia College - Chicago</b> Career Center for Arts & Media 600 S. Michigan Ave. Chicago, IL 60605 Contact: Doug Bonner 312-344-7344 Fax: 312-344-8020 recruiting@colum.edu	N	0
53	<b>Central Washington University</b> Career Services 400 University Way Ellensburg, WA 98926 Contact: Vicki Potts 509-963-1921 career@cwu.edu	N	0
54	<b>Central Washington University</b> Dept. of Communications MS 7438 Ellensburg, WA 98926 Contact: Robert Fordan 509-963-1066 Fax: 509-963-1060 fordanr@cwu.edu	N	0
55	<b>Eastern Washington University</b> Career Services 526 W. Fifth St. Cheney, WA 99004 Contact: Jacque Early 509-359-6365 Fax: 509-359-6940 careers@ewu.edu	N	0
56	<b>Foundation for Minority Interests in Media</b> 1299 Pennsylvania Ave. NW, 11th Floor Washington, D.C. 20004		

**Recruitment Sources Used During Reporting Period (10/1/16 to 9/30/17)**

#	Recruitment Source & Contact Information	Entitled to Vacancy Notification? (Y/N)	No. of Interviewees Referred by Source Over Reporting Period
	Contact: Phylis Eagle-Oldson 202-637-4494 phylis.eagle-oldson@corporate.ge.com	N	0
57	<b>Natl. Lesbian &amp; Gay Journalists Assn. (NLGJA)</b> www.nlgja.org Contact: Michael Tune, Managing Director mtune@nlgja.org <a href="mailto:info@nlgja.org">info@nlgja.org</a>	N	0
58	<b>Cynthia Turner's Cynopsis</b> One Corporate Drive Suite 724 Shelton, CT 06484 Contact: Trish Pihonak 203-926-9878 Cynopsis@optonline.net trish@cynopsis.com	N	0
59	<b>ProducerSolution.com</b> <b>JBA, Inc., Media Consulting</b> 960 Natoma St., Suite #4 San Francisco, CA 94103 Contact: Scott James 415-552-3481 Fax: 415-552-3483 ScottJames@producersolution.com	N	0
60	<b>Natl. Assoc. of Minority Media Executives (NAMME)</b> 1921 Gallows, Rd., Suite 600 Vienna, VA 22182 Contact: Toni Laws 888-968-7658 703-893-2410 Fax: 703-893-2414 www.namme.org nammeexecutivedirector@att.net	N	0
61	<b>MediaRecruiter.com</b> Contact: Jim Birschbach, President 303-400-5150 <a href="http://www.mediarecruiter.com">www.mediarecruiter.com</a>	N	0
62	<b>The Employment Guide (formerly Today's Careers)</b> 425-487-9456, x236 Fax: 425-487-9876 www.theemploymentguide.com MichaelE@theemploymentguide.com	N	0
63	<b>Traffic Directors Guild of America</b> 27270 Nicolas Rd., Suite C-112 Temecula, CA 92591 Contact: Carol Anderson/Larry Keene tdga@earthlink.net	N	0
64#	<b>ITT Technical Institute</b> 12720 Gateway Drive, Suite 100 Seattle, WA 98168 206-244-3300 Fax: 206-277-0765 prydell@itt-tech.edu	N	0
65#	<b>American Sportscasters Assoc., Inc.</b> 225 Broadway, Suite 2030 New York, NY 10007 Contact: Louis Schwartz, President 212-227-8080 Fax: 212-571-0556 LSchwa8918@aol.com	N	0
66#	<b>Seattle Vocational Institute</b> 2120 S. Jackson St., #109-B Seattle, WA 98144 Contact: Gerald Bradford Planning & Placement Officer 206-516-2940 <a href="mailto:GBradford@sccd.ctc.edu">GBradford@sccd.ctc.edu</a> <a href="http://sviweb.sccd.ctc.edu/">http://sviweb.sccd.ctc.edu/</a>	N	0
67	<b>Broadcast Engineering</b> c/o Primedia Business Magazines & Media 9800 Metcalf Ave. Overland Park, KS 66212 Contact: Susan Schaefer 484-478-0154	N	0



**Recruitment Sources Used During Reporting Period (10/1/16 to 9/30/17)**

#	Recruitment Source & Contact Information	Entitled to Vacancy Notification? (Y/N)	No. of Interviewees Referred by Source Over Reporting Period
	Fax: 913-514-6417 sschaefer@primediabusiness.com		
68	<b>Society of Broadcast Engineers, Inc.</b> 9247 N. Meridian St., Suite 305 Indianapolis, IN 46260 Contact: Jim Bernier 317-846-9000 Fax: 317-846-9120 <a href="mailto:kjones@sbe.org">kjones@sbe.org</a> <a href="http://www.sbe.org">http://www.sbe.org</a>	N	0
69	<b>Society of Television Engineers</b> <a href="http://ste-ca.org">http://ste-ca.org</a>	N	0
70	<b>Showbizjobs.com</b> 3579 E. Foothill Blvd. #526 Pasadena, CA 91107 Contact: Jim Kocher 626-798-4533 Fax: 626-270-4086 <a href="mailto:jim@showbizjobs.com/dsp_memser.cfm">jim@showbizjobs.com/dsp_memser.cfm</a> <a href="http://www.showbizjobs.com">http://www.showbizjobs.com</a>	N	0
71	<b>EntertainmentJobs.com</b> Studiolot Publishing Payment Processing P.O. Box 72599 Corpus Christi, TX 78472 818-776-2800 <a href="mailto:support@eejonline.com">support@eejonline.com</a> <a href="http://www.eejonline.com">http://www.eejonline.com</a>	N	0
72	<b>Washington State University</b> Career Services 180 Lighty Bldg. P.O. Box 641061 Pullman, WA 99164 Contact: JoAnn Hatley 509-335-2546 <a href="mailto:carserv@wsu.edu">carserv@wsu.edu</a> <a href="http://www.careers.wsu.edu">www.careers.wsu.edu</a>	N	0
73	<b>Craigslist (Seattle-Tacoma)</b> <a href="mailto:accounts@craigslist.org">accounts@craigslist.org</a> <a href="https://accounts.craigslist.org">https://accounts.craigslist.org</a>	N	0
74	<b>Lostremote.com</b> <a href="http://www.lostremote.com">http://www.lostremote.com</a> <a href="mailto:jobs@lostremote.com">jobs@lostremote.com</a>	N	0
75	<b>NATAS - Job Bank</b> P.O. Box 58530 Seattle, WA 98138 Contact: Diane Bevins 206-575-3444 Fax: 206-575-9255 <a href="mailto:natasnw@asi-seattle.net">natasnw@asi-seattle.net</a> <a href="mailto:Diane@asi-seattle.net">Diane@asi-seattle.net</a> <a href="http://www.natasnw.org">http://www.natasnw.org</a>	N	0
76	<b>Broadcast Cable Financial Management Assoc. (BCFM)</b> 550 Frontage Road, Suite 3600 Northfield, IL 60093 Contact: Mary Collins, Pres. & CEO 847-716-7000 Fax: 847-716-7004 <a href="mailto:info@bcfm.com">info@bcfm.com</a> <a href="http://www.bcfm.com">http://www.bcfm.com</a>	N	0
77	<b>MediaBistro.com</b> 494 Broadway, 4th Floor New York, NY 10012 212-929-2588 Fax: 212-966-8984 <a href="mailto:job.info@mediabistro.com">job.info@mediabistro.com</a> <a href="http://www.mediabistro.com">http://www.mediabistro.com</a>	N	0
78	<b>Shoreline Goodwill</b> 14500 - 15th Ave. NE Shoreline, WA 98155 Contact: Da'yo Hutchinson 206-631-8459 <a href="mailto:dayo.hutchinson@seattlegoodwill.org">dayo.hutchinson@seattlegoodwill.org</a> <a href="http://www.seattlegoodwill.org">www.seattlegoodwill.org</a>	Y	0
79	<b>Career Fairs</b>	N	0
80	<b>TVNewsDay/NewsCheckMedia</b> 238 Crosshill Road Wynnewood, PA 19096 Contact: Steve Stoltz	N	0

**Recruitment Sources Used During Reporting Period (10/1/16 to 9/30/17)**

#	Recruitment Source & Contact Information	Entitled to Vacancy Notification? (Y/N)	No. of Interviewees Referred by Source Over Reporting Period
	215-901-9495 steve.stoltz@tvnewsday.com www.tvnewsday.com		
81 Added Mar-10	<b>Creative Central</b> <a href="http://www.creativecentral.com">www.creativecentral.com</a>	N	0
82 Added Mar-10	<b>50StateJobs</b> www.50statejobs.com	N	0
83 Added Mar-10	<b>Abilitylinks.org</b> <a href="http://www.abilitylinks.org">www.abilitylinks.org</a>	N	0
84 Added Mar-10	<b>Job4You.com</b> <a href="http://www.job4you.com">www.job4you.com</a>	N	0
85 Added Mar-10	<b>DamselsInSuccess.com</b> <a href="http://www.damselsinsuccess.com">www.damselsinsuccess.com</a>	N	0
86 Added Mar-10	<b>CTAM - Cable and Telecommunications Association</b> <a href="http://www.ctam.org">www.ctam.org</a>	N	0
87 Added Mar-10	<b>EntertainmentCareers.net</b> <a href="http://www.entertainmentcareers.net">www.entertainmentcareers.net</a>	N	0
88 Added Mar-10	<b>Simply Hired</b> <a href="http://www.simplyhired.com">www.simplyhired.com</a>	N	0
89 Added May-11	<b>iHire Broadcasting</b> <a href="http://www.ihirebroadcasting.com">www.ihirebroadcasting.com</a>	N	0
90 Added May-11	<b>National Press Photographers Association</b> <a href="http://www.nppa.org">www.nppa.org</a>	N	0
91 Added May-11	<b>Journalism Jobs</b> <a href="http://www.journalismjobs.com">www.journalismjobs.com</a>	N	0
92 Added May-11	<b>Rick Gevers</b> <a href="http://www.rickgevers.com">www.rickgevers.com</a>	N	0
93 TMP Added March 2010	<b>Dice.com</b> <a href="http://www.dice.com">www.dice.com</a>	N	
94 added 1/13	<b>Graeme Newell</b> <a href="mailto:slizik@602communications.com">slizik@602communications.com</a> <b>Sandy Lizik</b>	N	0
95 added 9/13	<b>ENSO</b> 16300 Christensen Rd #340 Tukwila, WA 98188 Lynette Juska <a href="mailto:Lynette@enso.ws">Lynette@enso.ws</a>	N	0
96 added 1/14	<b>IADT Intl Academy of Design &amp; Technology</b> 645 Andover park west Seattle, Wa 98188 206-830-6334 Christopher Rudd Campus Dir of Career Services <a href="mailto:crudd@iadtseattle.com">crudd@iadtseattle.com</a>	N	0
97 added 1/22/16	<b>INDEED</b> <a href="https://employers.indeed.com/">https://employers.indeed.com/</a>	N	1
98	<b>Linked In</b> 2029 Stierlin Ct Mountain View, CA 94043 650-687-3600 contract 3/31/16 thru 3/30/17 entered by Jasmine Menechyan	N	0

**TOTAL:**

**173**

**Recruitment Sources Used During Reporting Period (10/1/16 to 9/30/17)**

#	Recruitment Source & Contact Information	Entitled to Vacancy Notification? (Y/N)	No. of Interviewees Referred by Source Over Reporting Period	
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## ANNUAL EEO PUBLIC FILE REPORT

10/01/16 to 9/30/17

## SECTION III. RECRUITMENT INITIATIVES

## Supplemental Recruitment Initiatives During Reporting Period (10/01/16 to 9/30/17)

#	Type of Recruitment Initiative (Menu Selection)	Date	Participating Staff	Hosting Organization
1	Job Fair. Participated in the 16th annual Diversity Employment Day for King County and Washington State. "Getting America Back to Work in 2016" Local employers attended and provide information about company, career paths and job opportunities. Resumes accepted and informal meetings with potential candidates.	7/19/2017	Kevin Camp Art Director, Sandra Schleinig Marketing and Sales Coordinator	King County and Washington State
2	<u>Other Recruiting Initiatives.</u> Supported and participated in an event held by a non-profit organization, involving dissemination of employment information to the public and promoting outreach and recruitment in the community.	Ongoing	Regional H/R	Positive Employee Relations
3	<u>Upper-Level Position Listings.</u> Placed upper-level openings in a job bank or newsletter of a media trade group whose membership includes substantial participation of women and minorities.	Ongoing	payroll/HR benefits coordinator	KCPQ/KZJO-TV
4	<u>General Outreach.</u> Participated in job banks and Internet programs designed to promote outreach beyond notification of specific job openings.	Ongoing	payroll/HR benefits coordinator	KCPQ/KZJO-TV