

## **Exhibit 4**



Administration Help

Web Support

Logout

Requisitions

Candidates

Accounts

Contacts

Users

Reports

TBE Apps

## Quick Search

Candidate Keywords:

Submit Query

Advanced Search

Candidate First Name

Submit Query

Candidate Last Name

## Recently Viewed

Reporter  
ID:463Frances Marie Watso...  
CandidateInterviews by Req  
3/25/13 1:22 PMAnchor - Senior  
ID:404James Niedelman  
CandidatePilar Arias  
CandidateCandidates List  
ReporterReporter  
ID:466Reporter  
ID:310Hillary Ann Lake  
Candidate

## Requisition: Reporter

[Back To List](#)

Edit Send To Forms Printable View Restart Approval Process More

NextCandidates (35) / Search / Re-open  
Steps:

Opened9/19/11

Filled Date:10/21/11

Date:  
Job Code:463

Date Position9/19/11

Status:Filled

Available:  
Job End Date -  
Temp Jobs:# of1  
Openings:

## Requisition Owner(s):

Requisition Owners: Wojtanik, Robin

## Requisition Information:

Title: Reporter

Req Specific Title:

Location/Division: Pasco - KEPR  
-2170

Department: News - 225

Employment Duration: Full time

# of Hours per Week: 40

FLSA Status: Non Exempt

EEO Category: 2 -  
Professionals

Employee Category: PSC

Supervise People: No

Union:

Personal Vehicle: No

Company Vehicle: Yes

## Justification

Position ID: 2170-225-010

Budgeted Position: Budgeted

Reason for Opening: Resignation

Replacement for: Zhinia Watson

New Hire Justification:

Notes:

## Hiring Manager Details

Hiring Manager Name: Robin  
Wojtanik

Hiring Manager Phone: 509-547-0547

Hiring Manager Title: News  
Director

Hiring Manager Email: robinw@keprtv

## Time Card Approver Details (if other than Hiring Manager)

Time Card Approver Name:

Time Card Approver Phone:

Time Card Approver Title:

Time Card Approver Email:

## Compensation Data



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Pay Range Min: 21,500

Approved Budgeted Salary: 26,998.40

Pay Range Max: 22,500

**Recruitment Plan**

Recruitment Plan:

**Description**

Property: KEPR - TV

Description: **SUMMARY OF JOB:**

Contribute content to a live, daily newscast that follows a viewer advocacy style and brand. Acts as a team player to contribute to an atmosphere that fosters a winning attitude and performs work according to the values of Fisher Communications with the utmost of integrity and trust in doing what is right.

**ESSENTIAL DUTIES AND RESPONSIBILITIES:**

- Field reporting daily resulting in a package and two (2) vosot stories presented in the newscast and online
- videotaping footage with a tripod for use in stories
- editing footage for use in stories
- composing news stories that gain approval by News Director or Assistant News Director
- accurately posting all stories and video online and without errors
- Plan and research future stories for use in daily coverage or during sweeps months and cover an assigned beat (nightside)
- Attend daily editorial meeting prepared with three (3) story ideas that may be used in the current day's newscast
- Participate in frequent public appearances and community events
- Other duties may be assigned.

Fisher Values: To perform the job successfully, an individual must demonstrate the following values:

1. Integrity: Demonstrates the highest standards of behavior through honesty, fairness, and trust in everything that they do. Is direct, forthcoming and does what is right. Honors commitments and is accountable for their actions.



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2. **Dedication to Excellence:** Expects to win by giving their best effort and striving for the highest quality in everything they do. Exhibits a sense of urgency, is action-oriented, seizes opportunities and steadfastly pushes themselves and others for results. Seeks continuous improvement and displays good judgment.

3. **Service to the Community:** Is dedicated to making our community a better place to work and live. Displays a sense of concern and responsibility toward our coworkers, workplace and communities as a whole.

4. **Respect for the Individual:** Treats everyone with dignity and respect. Strives to understand others and actively listens to their concerns and perceptions. Shares information and ideas openly and honestly.

**Competencies:** To perform the job successfully, an individual must demonstrate skill in the following competencies:

1. **Professionalism:** Is cool under pressure; keeps emotions under control; can handle stress well; doesn't show frustration when resisted or thwarted; accepts responsibility for own actions; is tactful.

2. **Adaptability:** Can readily adapt and adjust to changes and different conditions in the work environment such as frequent delays or unexpected events; can shift gears comfortably and changes approach or method to best fit the situation; can decide and act without having the total picture; isn't upset when things are up in the air.

3. **Presentation Skills:** Can effectively perform well in front of others and present ideas convincingly and persuasively; provides excellent supporting materials to influence; speaks articulately and clearly; commands appropriate attention; is quick on his/her feet and can change gears quickly if things don't go as planned; can improvise easily.

4. **Written Communications:** Writes clearly and informatively; edits work for spelling and grammar; can vary writing style to meet needs; has the ability to read and interpret written information.

**Managerial Standards:**

**Qualifications:** To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the education, knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

**Experience:** no experience required

**Education:** Bachelor's degree (BA or BS) preferred

**Other Qualifications:**

**Language Skills:** Ability to read, comprehend, analyze and compose business reports and business correspondence. Ability to effectively present information to and respond to questions from co-workers, managers, clients, customers and the general public.

**Mathematical Skills:** Ability to add, subtract, multiply and divide in all units of measure. Ability to compute percent and to draw and interpret bar graphs.

**Reasoning Ability:** Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions expressed in written, oral or diagram form.

**Physical Demands:** While performing the duties of this job, the team member is regularly required to remain in a static position for extended periods of time and converse with and communicate with others. This position requires frequent moving about, and handling or positioning items. The team member must occasionally position himself/herself in small or unusual spaces. In addition the team member must be able to transport or move up to 50 pounds. The team member must be able to identify objects and be able to communicate in writing.

**Work Environment:** Team member must be prepared to work outdoors. Occasionally will be asked to work in high, precarious places and work with and near moving mechanical parts. Occasionally may be subjected to loud



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noise.

**Requisition Posters:**

Posted To: Not currently posted.

**Approvals:**

Requisition Approvers: [1] Landry, K  
[2] Praga, Da  
[3] Tamerlano

Offer Approvers: [1] \* HR Gen  
[2] Heinrich,

**Tracking:**

Added to System: 9/19/11 10:13 AM

ID: 463

Last Updated: 10/21/11 2:23 PM

[Edit](#) [Send To](#) [Forms](#) [Printable View](#) [Restart Approval Process](#) [More](#)**Accounts** [Attach Account](#) | [New Account](#)

No accounts have been associated with this requisition.

**Contacts** [Attach Contact](#) | [New Contact](#)**Tasks** [New Task](#)**Events** [New Event](#)**Questions & Ranking** [Attach Question](#) | [Edit Ranking Template](#) | [View Ranking Criteria](#)

No questions added

**Comments** [New Comment](#)

Last Updated	User	Comment	Action
9/20/11 8:42 AM	Murphy, Jennie	Posted on Tvjobs	<a href="#">Edit</a>
9/20/11 8:40 AM	Murphy, Jennie	Posted via Broadbean	<a href="#">Edit</a>
9/19/11 3:08 PM	Tamerlano, John	Requisition approved by Tamerlano, John:	<a href="#">Edit</a>
9/19/11 3:07 PM	Praga, David	Requisition approved by Praga, David:	<a href="#">Edit</a>
9/19/11 2:25 PM	Landry, Kelle	Requisition approved by Landry, Kelle:	<a href="#">Edit</a>



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<b>Attachments</b> <a href="#">Add Attachment</a>
No attachments added
<b>Expenses</b> <a href="#">New Expense</a>
<b>History Log</b> <a href="#">Printable View</a>

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# Interviews by Req

Requisitions - Requisitions ID	Requisitions - Requisitions Title	Requisitions - Requisitions Location/Division	Candidates - Legal Name	Candidates - Source	Candidates - Other (Specify Source)	Candidates - Referred By	Interviewers - First Name	Interviewers - Last Name	Interviews - Date	Interviews - Status	Interviews - Type
463	2170-225-010	Reporter	Pasco - KEPR - Carlin	Pasco - KEPR - Carlin	Fisher Communications Website	Fisher Communications Website	David	Klugh	9/30/2011	Feedback Pending	1st Interview
	2170-225-010	Reporter	Pasco - KEPR - Carlin	Pasco - KEPR - Carlin	Fisher Communications Website	Fisher Communications Website	Robin	Wojtanik	10/6/2011	Feedback Pending	2nd Interview
	2170-225-010	Reporter	Pasco - KEPR - Frances	Pasco - KEPR - Frances	Other (Please Specify)	MediaLine.com	David	Klugh	10/7/2011	Feedback Pending	1st Interview
	2170-225-010	Reporter	Pasco - KEPR - Frances	Pasco - KEPR - Frances	Other (Please Specify)	MediaLine.com	Robin	Wojtanik	10/11/2011	Feedback Pending	2nd Interview
	2170-225-010	Reporter	Pasco - KEPR - Matt	Pasco - KEPR - Matt	tvjobs.com	tvjobs.com	David	Klugh	9/29/2011	Feedback Pending	1st Interview
	2170-225-010	Reporter	Pasco - KEPR - Matt	Pasco - KEPR - Matt	tvjobs.com	tvjobs.com	Robin	Wojtanik	10/6/2011	Feedback Pending	2nd Interview

6  
6

Logged in as admin@supera.com.fishercommunicationsinc | Your Ideas | Contact | Logout | Change Language

Home | Create a Posting | Manage Postings | Resume Portal | Reports | Job Boards | Settings

Find postings sent by &lt;All&gt;

Reference or Title

Search

Additional criteria

## Reporter

Print View

## Details

**Recruiter:** Jennie Murphy  
**Job Ref:** 463  
**Job Title:** Reporter  
**Job Type:** Full-Time  
**Start Date:**  
**Industry:** Media  
**Location:** Pasco, Washington  
**Salary:** USD0 - USD0 per year

Apply Online URL (ALL): Click to edit

## Destinations

Board	Responses
✗ CalJobs.ca.gov Failed because location not supported	-
✓ Craigslist Free Boards	37
✓ Eastern Washington University	-
✓ FCC Compliance	9
✓ Gonzaga University	-
✓ Idaho State University	-
✓ Lost Remote	-
✓ Medialine	-
✗ Regional Help Wanted Failed because Job Board subscription details incorrect	-
✗ Seattle University Failed because Job Board subscription details incorrect	-
✗ University of Idaho Failed because Advert failed to load (Failed because ...)	-
✓ University of Oregon	-
✓ Washington State University	-
✓ Western Washington University	-
✓ Worksource WA	19

## Posting Actions

Social Status

## Description

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**no experience required**

**Education:**

**Bachelor's degree (BA or BS) preferred**

**Other Qualifications:****Managerial Standards:****Language Skills:**

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**Work Environment:**

Team member must be prepared to work outdoors. Occasionally will be asked to work in high, precarious places and work with and near moving mechanical parts. Occasionally may be subjected to loud noise.

**Posting History**

Board	Posted	Status
Craigslst Free Boards	Sep 20 2011 08:40	Expired on Thu Oct 20 2011
Eastern Washington University	Sep 20 2011 08:40	Expired on Thu Oct 20 2011
PCC Compliance	Sep 20 2011 08:40	Expired on Thu Oct 20 2011
Gonzaga University	Sep 20 2011 08:40	Expired on Thu Oct 20 2011
Idaho State University	Sep 20 2011 08:40	Expired on Thu Oct 20 2011
Lost Remote	Sep 20 2011 08:40	Expired on Thu Oct 20 2011
Medialine	Sep 20 2011 08:40	Expired on Thu Oct 20 2011
University of Oregon	Sep 20 2011 08:40	Expired on Thu Oct 20 2011
Washington State University	Sep 20 2011 08:40	Expired on Thu Oct 20 2011
Worksource WA	Sep 20 2011 08:40	Expired on Thu Oct 20 2011
Western Washington University	Sep 20 2011 08:40	Expired on Thu Oct 20 2011

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# Contacts

FirstName	LastName	Company	EmailAddress
Glen	Bleske	Alliance for Women in Media	info@awrt.org
		CSU - Chico Journalism Department	gbleske@csuchico.edu
		International Women's Media Foundation	info@iwmf.org
Mark	Shilstone	CCNMA: Latino Journalists of California	ccnmainfo@ccnma.org
		MediaLine	mark@medialine.com
Bill	Moore	National Hispanic Media Coalition	info@nhmc.org
		Oregon Association of Broadcasters	theoab@theoab.org
		Oregon Employment Department	111.emp@state.or.us
		Portland State University - Career Center	careerconnect@pdx.edu
		Seattle University - Albers Placement Center	pc-asbe@seattleu.edu
		The Imagen Foundation	info@imagen.org
		TV Jobs	mstkvh@tvjobs.com
Diana	Smith	UW - Com. Undergraduate Advising	monet@u.washington.edu
Beth	Carter	Kern County - Career Services Center	carterbe@co.kern.ca.us
		Colorado Broadcasters Association	cobroadcasters@earthlink.com
		CSUB - Career Development Center	career@csu.edu
		Kern County Hispanic Chamber of Commerce	cimperial@kchcc.org
		National Lesbian and Gay Journalists	info@nljja.org
		Utah Broadcasters Association	dale@utahbroadcasters.com
		CWU - Career Services	career@cwu.edu
		EWU - Film Program	pamela.bumpas@mail.ewu.edu
		Edmonds Community College	careeractioncenter@edcc.edu
		Grays Harbor College	pfoshaug@ghc.edu
		Green River Community College	kfrasch@greenriver.edu
		Heritage University	sanchez_i@heritage.edu
Tina	Hathaway	Northwest Employment Listings	nwels@earthlink.net
		Seattle Central Community College - Women's Programs	womensprograms@sccd.ctc.edu
Glenn	Mosley	University of Idaho - School of Journalism and Mass Media	gmosley@uidaho.edu
		UW - Career Center	huskyjob@u.washington.edu
		Washington State Association of Broadcasters	wsabjobbank@earthlink.net
Glenn	Johnson	WSU - College of Communication	galjohns@wsu.edu
Daniel	Greco	Western Washington Indian Employment	wwietp@msn.com
Shane	Hinshaw	Work Source - Walla Walla	rhinshaw@esd.wa.gov
Vern	Arne	Laurel Hill Center	vern@laurel.org
Dave	Cogozzo	Illinois Center for Broadcasting	cogozzo.d@beonair.com
Tim	Cummins	Confederated Tribes	TCummins@ctclusi.org
Roxanne	Franco	Centro Latinoamericano	roxanne@centrolatinoamericano.org
Teresa	Hughes	Lane Community College - Media Arts & Technology	hughest@lanecc.edu
		Lane Community College - Career & Employment Services	studentjobs@lanecc.edu
Bill	Morrill	U of O - School of Journalism	bmorrill@uoregon.edu

# Contacts

Meghann Christy Carol Benjamin	Olshefski Weigel Brach Castilla	The Leadership Institute Mt. Hood Community College - Job Placement Center WWU - Journalism Department Worksource - Renton City University CWU - Film & Video Studies CWU - Employer Recruitment Lake Washington Technical College American Broadcasting School Northwest Asian Weekly Pacific Lutheran University SSCC - Career Development Services Seattle University - Communications The Art Institute of Portland - Digital Film & Video The Art Institutes - Film Production The Art Institutes - Career Services The Evergreen State College - Career Development Center Washington Vocational Services Whitworth Career Services WWU School of Communication Seattle University - Career Services USC - School for Communication and Journalism U of O - Career Center Cal State Monterey Bay - Career Development WWU - Career Center ITT Technical Institute Worksource - Yakima Gonzaga University - Career Center University of Idaho - Career Center	molsheski@jmail.us mhcareer@mhcc.edu carol.brach@wwu.edu bcastilla@hotmail.com alumni@cityu.edu fordanr@cwu.edu youngret@cwu.edu job.placement@lwtc.edu michelle@radioschool.com info@nwasianweekly.com herberam@plu.edu klane@sccd.ctc.edu jphilpot@seattleu.edu Twilliams-thomas@aui.edu schaabd@aui.edu abramski@aui.edu careerdevelopment@evergreen.edu pbouwer@wvs.org careerservices@whitworth.edu ann.dwyer@wwu.edu careerservices@seattleu.edu tburgess@usc.edu jobs@uoregon.edu Career_Development@csumb.edu careers@wwu.edu JKWiese@itt-tech.edu ccaathron@esd.wa.gov careercenter@gonzaga.edu careercenter@uidaho.edu
Robert Teresa Michelle	Fordan Youngren McConnell		
Karen Jeff Tafflyn Don Jennifer	Lane Philpott Williams-Thomas Schaab Abramski		
Tim	Burgess		
Julie Carol	Wiese Cauthron		