

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:463
- Frances Marie Watso...
Candidate
- Interviews by Req
3/25/13 1:22 PM
- Anchor - Senior
ID:404
- James Niedelman
Candidate
- Pilar Arias
Candidate
- Candidates List
Reporter
- Reporter
ID:466
- Reporter
ID:310
- Hillary 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
Date:
Job Code:463

Filled Date:10/21/11

Date Position9/19/11
Available:
Job End Date -
Temp Jobs:

Status:Filled

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
Pay Range Max: 22,500

Approved Budgeted Salary: 26,998.40

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



noise.

Requisition Posters:
Posted To: Not currently posted.

Approvals:

Requisition Approvers: [1] Landry, K	Offer Approvers: [1] * HR Gen
[2] Praga, Da	[2] Heinrich,
[3] Tamerlan	

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	Edit
9/20/11 8:40 AM	Murphy, Jennie	Posted via Broadbean	Edit
9/19/11 3:08 PM	Tamerlano, John	Requisition approved by Tamerlano, John:	Edit
9/19/11 3:07 PM	Praga, David	Requisition approved by Praga, David:	Edit
9/19/11 2:25 PM	Landry, Kelle	Requisition approved by Landry, Kelle:	Edit



[WebSupport](#)

[Logout](#)

Attachments Add Attachment
No attachments added
Expenses New Expense
History Log Printable View

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Interviews by Req

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

6
6

1
March 29, 2013 3:57 PM (PDT)

Find postings sent by <All>

Reference or Title

Search

Additional criteria

Reporter

Print View

Details	Destinations	Responses
Recruiter: Jennie Murphy	Board	
Job Ref: 463	<input checked="" type="checkbox"/> CalJobs.ca.gov	-
Job Title: Reporter	Failed because location not supported	
Job Type: Full-Time	<input checked="" type="checkbox"/> Craigslist-Free Boards	37
Start Date:	<input checked="" type="checkbox"/> Eastern Washington University	-
Industry: Media	<input checked="" type="checkbox"/> FCC Compliance	9
Location: Pasco, Washington	<input checked="" type="checkbox"/> Gonzaga University	-
Salary: USD0 - USD0 per year	<input checked="" type="checkbox"/> Idaho State University	-
Apply Online URL (ALL): Click to edit	<input checked="" type="checkbox"/> Lost Remote	-
	<input checked="" type="checkbox"/> Medialine	-
	<input checked="" type="checkbox"/> Regional Help Wanted	-
	Failed because Job Board subscription details incorrect	
	<input checked="" type="checkbox"/> Seattle University	-
	Failed because Job Board subscription details incorrect	
	<input checked="" type="checkbox"/> University of Idaho	-
	Failed because Advert failed to load (Failed because ...)	
	<input checked="" type="checkbox"/> University of Oregon	-
	<input checked="" type="checkbox"/> Washington State University	-
	<input checked="" type="checkbox"/> Western Washington University	-
	<input checked="" type="checkbox"/> 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:

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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
Craigslist 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
FCC 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
		National Hispanic Media Coalition	info@nhmc.org
Bill	Moore	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_j@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	molsheski@jmail.us mhccareer@mhcc.edu carol.brach@wwu.edu bcastilla@hotmail.com alumni@cityu.edu
Robert Teresa	Fordan Youngren	CWU - Film & Video Studies CWU - Employer Recruitment Lake Washington Technical College American Broadcasting School Northwest Asian Weekly	fordanr@cwu.edu youngret@cwu.edu job.placement@lwtc.edu michelle@radioschool.com info@nwasianweekly.com
Michelle	McConnell	Pacific Lutheran University	herberam@plu.edu
Karen Jeff Taffyn Don Jennifer	Lane Phillpott Williams-Thomas Schaab Abramski	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	klane@sccd.ctc.edu jphilpot@seattleu.edu Twilliams-thomas@aii.edu schaabd@aii.edu abramskj@aii.edu careerdevelopment@evergreen.edu pbouwer@wvs.org careerservices@whitworth.edu ann.dwyer@wwu.edu careerservices@seattleu.edu tburgess@usc.edu jobs@uoregon.edu
Tim	Burgess	Seattle University - Career Services USC - School for Communication and Journalismism U of O - Career Center Cal State Monterey Bay - Career Development WWU - Career Center	Career_Development@csumb.edu careers@wwu.edu
Julie Carol	Wiese Cauthron	ITT Technical Institute Worksource - Yakima Gonzaga University - Career Center University of Idaho - Career Center	JKWiese@itt-tech.edu ccaathron@esd.wa.gov careercenter@gonzaga.edu careercenter@uidaho.edu