

KCPQ/KMYQ-TV, Tacoma/Seattle, Washington
ANNUAL EEO PUBLIC FILE REPORT
Date: October 1, 2010

(page 1 of 1)

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/KMYQ-TV, Tacoma/Seattle, Washington.

KCPQ-TV/KMYQ-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.

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 (10-01-09 to 9-30-10)

	Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total Number Interviewed (from all Referral Sources)
1	Executive Producer - PM	1-4,7,18,20,22,25-57,61,64-66,73-75,78,80	Other - Unsolicited Website (57)	5
2	Interactive Sales Manager	1-4,18,20,22,25-57,61,64-66,74-75,78,80	Tribune Careers Website/CIMS (2)	8
3	Photographer/Photojournalist	1-4,7,18,20,22,25-57,64-66,74-75,78	Employee Referral (56)	13
4	News Business Acct Exec.	1-4,18-22,25-57,61,64-66,73,75,78-80	MediaRecruiter.com (61)	9
5	Executive Assistant	1-4,18,20,22,25-57,64-66,76,78	Seattle University Job Database (47)	6
6	Local Sales Coordinator	1-4, 18, 20, 22, 25-57, 64-66, 73, 78,	Employee Referral (56)	7
7	Assignment/Web Editor	1-4, 18, 20, 26-57, 64-66, 73, 78, 81-82	Industry Contact (57)	14
8	Receptionist/Accounting Support	1-4, 18, 20, 26-30, 32-57, 64-66, 73, 78, 82-88	Walk-In (57)	9
9	Assignment Editor	1-4, 18, 20, 26-30, 32-57, 64-66, 73, 78, 83-88	Craigslist.com (73)	15
10	News Director	1-4, 26-30, 32-57, 64-66, 78	Tribune Careers Website/CIMS (2)	5
11	Broadcast Editor	1-4, 18, 26-30, 32-57, 64-66, 78, 80, 84-88	Q13Fox.com (4)	6
12	News Writer/Editor	1-4, 26-30, 32-57, 64-66, 73, 83-88	CareerBuilder.com (3)	5
13	News Writer/Editor	1-4, 26-30, 32-57, 64-66, 73, 83-88	Craigslist.com (73)	5

Total interviewed for all positions

107

Recruitment Sources - INTERNAL USE ONLY

2009 - 2010

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 Source & Contact Information	Total Number of Interviewees Referred by Source during Reporting Period	Full-time Positions for which Source was Utilized
<p>1 KCPQ/KMYQ Internal Posting & Current Employees</p>	<p>1 1 1 2</p>	<p>1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor 10. News Director 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor</p>
<p>2 Tribune Company Posting Tribune Career Opportunities website & iCIMS Platform: http://www.tribune.com/employment/index.html</p>	<p>1 2 2 2</p>	<p>1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor 10. News Director 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor</p>
<p>3 CareerBuilder & InsiderTrack, including other business including CareerBuilder</p>	<p>4</p>	<p>1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator</p>

	<p>4 KCPQ/KMYQ Website (Q13Fox.com)</p>	<p>2 1 1 2 1 1 1</p>	<p>7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor 10. News Director 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor</p>
	<p>5 Seattle Times/NW Classifieds 1120 John St., Seattle, WA 98109 Seattle, WA 98109 Contact: Chris Swindle 206-652-6904 fax: 206-652-6558 cswindle@seattletimes.com</p>	<p>1 1 7 1 1 2 1 1 1 4</p>	<p>1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor 10. News Director 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor</p>
	<p>6 Electronic Media/Television Week 6500 Wilshire Boulevard, Suite 2300 Los Angeles, CA 90048 Contact: Marc Abrams 323-370-2415 fax: 323-658-6174 Mabrams@crain.com</p>		
	<p>7 Media Line Website P. O. Box 51909 Pacific Grove, CA 93950 Contact: Mark Shilstone 800-237-8073 www.medialine.com</p>		<p>1. Executive Producer - PM 3. Photographer/Photojournalist</p>

<p>8 NAB Website 1771 "N" Street, NW Washington, D.C. 20036 Contact: Karen Hunter 202-429-5300 202-429-5498 khunter@nab.org www.nabef.org</p>		
<p>9 TVSpy Website 756 Bay Street San Francisco, CA 94109 Contact: Don Fitzpatrick 415-775-9817 www.tvspy.com/membership/memberhome.cfm shoptalk@tvspy.com</p>		
<p>10 Media Inc. 1201 First Ave. S., Suite 309 Seattle, WA 98134 Contact: Audra Higgins 206-382-9220 ahiggins@media-inc.com</p>		
<p>11 ProMax.org Website 2029 Century Park E., Suite 555 Los Angeles, CA 90067 Contact: Kevin Berk 310-788-7616 www.promax.tv/community.asp</p>		
<p>12 Graeme Newell Website 602 Communications 6839 Charter Hills Road Charlotte, NC 28277 Contact: Graeme Newell (704) 543-1426 Gnewell@602communications.com www.602communications.com</p>		
<p>13 The Oregonian 1320 SW Broadway Portland, OR 97201 1-800-364-8466 fax: 503-294-4198 Contact: Kristie Johnson www.oregonlive.com</p>		
<p>14 Spokesman Review P.O. Box 2160</p>		

	Spokane, WA 99210 Contact: Ruth 509-459-5005 commercialclass@spokesman.com		
15	Idaho Statesman 1200 N. Curtis Road Boise, Idaho 83706 Contact: Tina Bartlett 208-377-6200 fax: 208-377-6309		
16	The Register Guard PO Box 10188 Eugene, OR 97440-2188 Contact: Kelly Gant 541-485-1234 www.registerguardnet.com		
17	Broadcasting & Cable 5700 Wilshire Boulevard, Suite 120 Los Angeles, CA 90036 Contact: Katie Rosa 323-985-2089 katie.rosa@variety.com		
18	TVJobs.com Website Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 Contact: Mark Holloway 877-988-9808 www.tvjobs.com/postjobs	2 2	1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor 10. News Director
19	Spots N Dots (Trade Fax) 167 Oakdale Road Johnson City, NY 13790 Contact: Lynn Zook 888-884-2630 Fax: 607-729-7331 Ad@SpotsNDots.com		4. New Business Acct. Exec.
20	WorkSourceWashington.com 360-438-4123		1. Executive Producer - PM 2. Interactive Sales Manager

	<p>work@esd.wa.gov www.go2worksource.com</p>	<p>2 2 1 2</p>	<p>3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor</p>
<p>21 TVB Website 3 East 54th Street New York, NY 10022 Contact: Hope Etheridge 212-486-1111 www.tvb.org</p>			
<p>22 Wa St.Assoc. of Broadcasters Website 724 Columbia Street N.W., Suite 310 Olympia, WA 98501 Contact: Mark Allen/Char Myers wa-broadcasters@earthlink.net www.wsab.org wsabiobbank@earthlink.net</p>			<p>1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 8. Receptionist</p>
<p>23 Media Week/Adweek/Brandweek Adweek Media 770 Broadway - 7th Floor New York, NY 10003 Contact: Adam Bernacchio 646-654-4589 www.adweek.com Adam.Bernacchio@nielsen.com</p>			
<p>24 AAJA Website (Asian Amer. Journalists Assoc) 1182 Market Street, Suite 320 San Francisco, CA 94102 Contact: Albert Lee Phone: 415 346-2051 www.aja.org</p>			

<p>25# Requested Removal from E-mail List Feb. 2010</p>	<p>post@aaja.org Center for Career Alternatives 901 Rainier Ave. S. Seattle, WA 98144 Contact: Cindy Fisher 206-322-9080 kingcca@ccaawa.org</p>		<ol style="list-style-type: none"> 1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator
<p>26# NAACP</p>	<p>105 - 14th Ave., Suite C, Seattle, WA Seattle, WA 98122 Contact: Lacey Steele 206-324-6600 fax: 206-324-1422</p>		<ol style="list-style-type: none"> 1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor 10. News Director 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor
<p>27#</p>	<p>St. of Wash. Commission on Asian Pacific American Affairs 1210 Eastside St. SE, 1st Floor Olympia, WA 98504 Contact: Ellen Abellera 360-586-9500 capaa@capaa.wa.gov www.capaa.wa.gov</p>		<ol style="list-style-type: none"> 1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor 10. News Director 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor
<p>28#</p>	<p>Wash. State Hispanic Chamber of Commerce P.O. Box 21925 Seattle, WA 98111 Contact: Rostia Romero</p>		<ol style="list-style-type: none"> 1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant

	<p>206-441-8894 president@wshcc.com</p>		<ul style="list-style-type: none"> 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor 10. News Director 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor
<p>29#</p>	<p>Washington Women's Employment & Education 3516 S. 47th St. #205 Tacoma, WA 98409 Contact: Deborah Howell 253-474-9933 Fax: 253-474-3366</p>		<ul style="list-style-type: none"> 1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor 10. News Director 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor
<p>30#</p>	<p>Art Institute of Seattle 2323 Elliott Ave. Seattle, WA 98121 Contact: Scott MacIntire 206-239-2337 Fax: 206-441-3475 aisjobs@aii.edu smacintire@aii.edu darrthompson@aii.edu</p>		<ul style="list-style-type: none"> 1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 10. News Director 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor
<p>31#</p>	<p>Univ. of Wash. Career Services Box 352810 Seattle, WA 98195 Contact: Erin Foy 206-543-9107 huskyjob@u.washington.edu https://washington-csm.symphlicity.com/employers/</p>		<ul style="list-style-type: none"> 1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor

	<p>32# Asian American Media 145 - 9th Street, Suite 350 San Francisco, CA 94103 Contact: Donald Young 415-863-0814 x103 Fax: 415-863-7428 info@asianamericanmedia.org</p>		<ol style="list-style-type: none"> 1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor 10. News Director 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor
	<p>33# Ethnic Heritage Council 305 Harrison St. #304 Seattle, WA 98109 Contact: Peter Davenport 206-443-1410 Fax: 206-443-1408 ethnic.heritage@seattle.gov</p>		<ol style="list-style-type: none"> 1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor 10. News Director 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor
	<p>34# Seattle Central Community College Career Placement 1701 Broadway BE1140 Seattle, WA 98122 Contact: William Gjuguna 206-587-5422 Fax: 206-287-5529 studentjobs@scod.ctc.edu</p>		<ol style="list-style-type: none"> 1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor 10. News Director 11. Broadcast Editor

<p>35# Asian American Journalists Assn/Seattle c/o KING-TV P.O. Box 9698 Seattle, WA 98109 Contact: Lori Matsukawa 206-448-5555 info@aajiseattle.org</p>		<ol style="list-style-type: none"> 12. News Writer/Editor 13. News Writer/Editor
<p>36# Women's Business Exchange 1900 W. Nickerson, Suite 116 Seattle, WA 98119 Contact: Judy Dowling 206-382-1234 info@wbex.org</p>		<ol style="list-style-type: none"> 1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor 10. News Director 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor
<p>37# Bates Technical College Job Service Placement 1101 S. Yakima Ave. Tacoma, WA 98405 Contact: Shirley Miller 253-680-7240 800-562-7099 fax: 253-680-7187 jobservices@bates.ctc.edu</p>		<ol style="list-style-type: none"> 1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor

			<ul style="list-style-type: none"> 10. News Director 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor
<p>38# Washington State University Women's Resource Center Wilson 8 Pullman, WA 99164 Contact: Turea Erwin 509-335-6849 turea_erwin@wsu.edu</p>			<ul style="list-style-type: none"> 1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor 10. News Director 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor
<p>39# Natl. Assoc. of Hispanic Journalists Career Resource Center 1000 National Press Bldg. Washington, D.C. 20045 Contact: J. Guillen 888-346-NAHJ Post jobs: jobbank@nahj.org www.nahj.org</p>			<ul style="list-style-type: none"> 1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor 10. News Director 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor
<p>40# California Chicano News Media Assn. 3800 Figueroa St. Los Angeles, CA 90037 Contact: Julio Moran 213-743-4960 ccnmainfo@ccnma.org</p>			<ul style="list-style-type: none"> 1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist

	<p>41# Central Area Motivation Program 722 - 18th Ave. Seattle, WA 98122 Contact: Anna Justice 206-812-4940 Fax: 206-328-8138 AnnaJ@campseattle.org</p>		<ul style="list-style-type: none"> 9. Assignment Editor 10. News Director 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor
	<p>42# Tacoma Urban League 2550 S. Yakima Ave. Tacoma, WA 98405 Contact: Michelle Wheeler 253-383-2007 Fax: 253-383-4818 d.griggs@tacomaurbanleague.org</p>		<ul style="list-style-type: none"> 1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor 10. News Director 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor
	<p>43# Natl. Assoc. of Hispanic Journalists - University of California, Los Angeles Le Conte Ave. & Westwood Blvd. Westwood, CA 90024 Contact: Enrique Chiabra kch18@ucla.edu</p>		<ul style="list-style-type: none"> 1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor

			<ul style="list-style-type: none"> 8. Receptionist 9. Assignment Editor 10. News Director 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor
<p>44# Edward R. Murrow School of Cmm. Washington State University 226 Murrow Center Pullman, WA 99163 Contact: Tina Taylor-Amend 509-335-1556 Fax: 509-335-1555 tina.taylor-amend@wsu.edu</p>			<ul style="list-style-type: none"> 1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor 10. News Director 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor
<p>45# Black Journalists Assoc. of Seattle c/o Seattle Times 1120 John Street Seattle, WA 98109 Contact: Lynne Varner 206-464-3217 Fax: 206-464-2261 lvarner@seattletimes.com</p>			<ul style="list-style-type: none"> 1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor 10. News Director 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor
<p>46# Wash. Coalition of Citizens w/Disabilities 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@wcccd.org</p>			<ul style="list-style-type: none"> 1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist

			<ul style="list-style-type: none"> 9. Assignment Editor 10. News Director 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor
<p>47# Seattle University Career Development Center 900 Broadway Seattle, WA 98122 Contact: James Vest 206-296-6080 www.seattleu.edu</p>		1	<ul style="list-style-type: none"> 1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor 10. News Director 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor
<p>48# Seattle Pacific University Career Development Center 3rd West & West Nickerson Seattle, WA 98119 cdjobs@spu.edu http://spu-csm.symlicity.com/employers</p>			<ul style="list-style-type: none"> 1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor 10. News Director 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor
<p>49# North Seattle Community College Career Development Center 9600 College Way N. Seattle, WA 98103 Contact: Marjoes Koning 206-527-3685 careerservices@sccd.ctc.edu</p>			<ul style="list-style-type: none"> 1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor

	<p>50# Columbia College - Chicago 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</p>		<ul style="list-style-type: none"> 10. News Director 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor
	<p>51# Central Washington University Career Services 400 University Way Ellensburg, WA 98926 Contact: Vicki Potts 509-963-1921 career@cwu.edu</p>		<ul style="list-style-type: none"> 1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor 10. News Director 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor
	<p>52# Central Washington University Dept. of Communications MS 7438 Ellensburg, WA 98926 Contact: Robert Fordan 509-963-1066 Fax: 509-963-1060 fordanr@cwu.edu</p>		<ul style="list-style-type: none"> 1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor 10. News Director

	<p>53# Eastern Washington University Career Services 526 W. Fifth St. Cheney, WA 99004 Contact: Jacque Early 509-359-6365 Fax: 509-359-6940 careers@ewu.edu</p>		<ul style="list-style-type: none"> 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor
	<p>54# Foundation for Minority Interests in Media 1299 Pennsylvania Ave. NW, 11th Floor Washington, D.C. 20004 Contact: Phylis Eagle-Oldson 202-637-4494 phylis.eagle-oldson@corporate.ga.com</p>		<ul style="list-style-type: none"> 1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor 10. News Director 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor
	<p>55# Natl. Lesbian & Gay Journalists Assn. (NLGJA) www.nlgja.org Contact: Michael Tune, Managing Director mtune@nlgja.org info@nlgja.org</p>		<ul style="list-style-type: none"> 1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor 10. News Director

	56 Employee Referral		<ul style="list-style-type: none"> 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor
	57 Other (Includes: Agents, Employment agencies, unsolicited Internet websites, Industry contacts, Walk-in's, etc.)	<ul style="list-style-type: none"> 2 3 5 1 1 2 1 1 2 1 1 1 	<ul style="list-style-type: none"> 1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor 10. News Director 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor
	58 Cynthia Turner's Cynopsis One Corporate Drive Suite 724 Shelton, CT 06484 Contact: Trish Pitronak 203-926-9878 Cynopsis@optonline.net trish@cynopsis.com	<ul style="list-style-type: none"> 2 3 1 1 2 1 1 1 1 1 	<ul style="list-style-type: none"> 1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor 10. News Director 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor
59	ProducerSolution.com JBA, Inc., Media Consulting 960 Natoma St., Suite #4 San Francisco, CA 94103		

<p>Contact: Scott James 415-552-3481 Fax: 415-552-3483 ScottJames@producersolution.com</p>		
<p>60 Natl. Assoc. of Minority Media Executives (NAMME) 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</p>		
<p>61 MediaRecruiter.com Contact: Jim Birschbach, President 303-400-5150 www.mediarecruiter.com</p>	1	<p>1. Executive Producer - PM 2. Interactive Sales Manager 4. News Business Acct Exec.</p>
<p>62 The Employment Guide (formerly Today's Careers) 425-487-9456, x236 Fax: 425-487-9876 www.theemploymentguide.com MichaelE@theemploymentguide.com</p>		
<p>63 Traffic Directors Guild of America 27270 Nicolas Rd., Suite C-112 Teneocula, CA 92591 Contact: Carol Anderson/Larry Keene tdga@earthlink.net</p>		
<p>64* ITT Technical Institute 12720 Gateway Drive, Suite 100 Seattle, WA 98168 206-244-3300 Fax: 206-277-0765 prydell@itt-tech.edu</p>		<p>1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor 10. News Director</p>

65*	<p>American Sportscasters Assoc., Inc. 225 Broadway, Suite 2030 New York, NY 10007 Contact: Louis Schwartz, President 212-227-8080 Fax: 212-571-0556 LSchwa8918@aol.com</p>		<ul style="list-style-type: none"> 1. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor
66*	<p>Seattle Vocational Institute 2120 S. Jackson St., #109-B Seattle, WA 98144 Contact: Gerald Bradford Planning & Placement Officer 206-516-2940 GBradford@sccd.ctc.edu http://sviweb.sccd.ctc.edu/</p>		<ul style="list-style-type: none"> 1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor 10. News Director 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor
67	<p>Broadcast Engineering c/o Primedia Business Magazines & Media 9800 Metcalf Ave. Overland Park, KS 66212 Contact: Susan Schaefer 484-478-0154 Fax: 913-514-6417 sschaefer@primediabusiness.com</p>		
68	<p>Society of Broadcast Engineers, Inc. 9247 N. Meridian St., Suite 305 Indianapolis, IN 46260</p>		

	<p>Contact: Jim Bernier 317-846-9000 Fax: 317-846-9120 kjones@sbe.org http://www.sbe.org</p>		
69	<p>Society of Television Engineers http://ste-ca.org</p>		
70	<p>Showbizjobs.com 3579 E. Foothill Blvd. #526 Pasadena, CA 91107 Contact: Jim Kocher 626-798-4533 Fax: 626-270-4086 jim@showbizjobs.com/dsp_memser.cfm http://www.showbizjobs.com</p>		
71	<p>Entertainmentjobs.com Studiolot Publishing Payment Processing P. O. Box 72599 Corpus Christi, TX 78472 818-776-2800 support@eejonline.com http://www.eejonline.com</p>		
72	<p>Washington State University Career Services 180 Lightly Bldg. P. O. Box 641061 Pullman, WA 99164 Contact: JoAnn Hatley 509-335-2546 carseriv@wsu.edu www.careers.wsu.edu</p>		
73	<p>Craigslst (Seattle-Tacoma) accounts@craigslst.org https://accounts.craigslst.org</p>	<p>1 5 1 3 2 2 2</p>	<p>1. Executive Producer - PM 4. News Business Acct Exec. 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor 12. News Writer/Editor 13. News Writer/Editor</p>
74	<p>Lostremote.com http://www.lostremote.com</p>		<p>1. Executive Producer - PM 2. Interactive Sales Manager</p>

	jobs@lostrenote.com		3. Photographer/Photojournalist
75	NATAS - Job Bank P.O. Box 58630 Seattle, WA 98138 Contact: Diane Bewins 206-575-3444 Fax: 206-575-9255 natasnw@asi-seattle.net Diane@asi-seattle.net http://www.natasnw.org		1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec.
76	Broadcast Cable Financial Management Assoc. (BCFM) 550 Frontage Road, Suite 3600 Northfield, IL 60093 Contact: Mary Collins, Pres. & CEO 847-716-7000 Fax: 847-716-7004 info@bcfm.com http://www.bcfm.com		5. Executive Assistant
77	MediaBistro.com 494 Broadway, 4th Floor New York, NY 10012 212-929-2588 Fax: 212-966-8984 job.info@mediabistro.com http://www.mediabistro.com		
78*	Shoreline Goodwill 14500 - 15th Ave. NE Shoreline, WA 98155 Contact: Dayo Hutchinson 206-631-8459 dayo.hutchinson@seattlegoodwill.org www.seattlegoodwill.org		1. Executive Producer - PM 2. Interactive Sales Manager 3. Photographer/Photojournalist 4. News Business Acct Exec. 5. Executive Assistant 6. Local Sales Coordinator 7. Assignment/Web Editor 8. Receptionist 9. Assignment Editor 10. News Director 11. Broadcast Editor

79	Career Fairs		4. News Business Acct Exec.
80	<p>TVNewsDay/NewsCheckMedia 238 Crosshill Road Wynnewood, PA 19096 Contact: Steve Stoltz 215-901-9495 steve.stoltz@tvnewsday.com www.tvnewsday.com</p>		<p>1. Executive Producer - PM 2. Interactive Sales Manager 4. News Business Acct Exec. 10. News Director</p>
81	<p>Creative Central www.creativecentral.com</p>		7. Assignment/Web Editor
82	<p>50StateJobs www.50statejobs.com</p>		<p>7. Assignment/Web Editor 8. Receptionist</p>
83#	<p>Abilitylinks.org www.abilitylinks.org</p>		<p>8. Receptionist 9. Assignment Editor 12. News Writer/Editor 13. News Writer/Editor</p>
84	<p>Job4You.com www.job4you.com</p>		<p>8. Receptionist 9. Assignment Editor 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor</p>
85#	<p>DamselfInSuccess.com www.damselfinsuccess.com</p>		<p>8. Receptionist 9. Assignment Editor</p>

			<ul style="list-style-type: none"> 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor
86 Added Mar-10	CTAM - Cable and Telecommunications Association www.clam.org		<ul style="list-style-type: none"> 8. Receptionist 9. Assignment Editor 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor
87 Added Mar-10	EntertainmentCareers.net www.entertainmentcareers.net		<ul style="list-style-type: none"> 8. Receptionist 9. Assignment Editor 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor
88 Added Mar-10	Simply Hired www.simplyhired.com		<ul style="list-style-type: none"> 8. Receptionist 9. Assignment Editor 11. Broadcast Editor 12. News Writer/Editor 13. News Writer/Editor
89 Added Mar-10	Dice.com www.dice.com		
Total			107

KCPQ/KMYQ-TV

ANNUAL EEO PUBLIC FILE REPORT

Date: October 1, 2010

Supplemental Recruitment Measures 10/1/08 - 9/30/09

Activity/Description	Date	Staff Participant	Sponsor
<p>Other recruiting initiatives: Group discussion regarding skills required by applicants who wouldn't normally be entering the workforce via internet recruiting. Specifically focused on applicants coming straight from adult programs offered by community colleges. Discussed open relevant positions.</p>	11/4/09	HR Director	Workforce Champions
<p>Participated in Communication, Business and Media Professional Advisory Board Meeting to discuss future job opportunities available for graduating students.</p>	11/12/09	HR Director	KIRO-TV Station
<p>Other recruiting initiatives: Group discussion on how we (employers) can ensure all working adults have the necessary skills via internal training, to compete intoday's economy. Discussion included how employers can improve job opportunities for Washington workers.</p>	12/4/09	HR Director	South Seattle Community College
<p>Student Career Workshop: Sports Anchor attended career workshop for student athletes who want to pursue broadcast careers</p>	2/23/10	Sports Anchor	University of Washington

<p>Student Career Workshop: News Anchor attended career workshop for students who want to pursue broadcast careers</p>	<p>4/20/10</p>	<p>News Anchor</p>	<p>Washington State University/Murrow Symposium</p>
<p>Participated in Communication, Business and Media Professional Advisory Board Meeting to discuss the mindsets and skills student graduates need for jobs they want in communication, media, art and business.</p>	<p>4/27/10</p>	<p>HR Director</p>	<p>DeLauney Communications</p>
<p>Other recruiting initiatives: Group discussion regarding lack of soft skills graduating students are displaying in the workforce and actions employers need to take to force issue with State Board directors in order for them to incorporate into college curriculums</p>	<p>4/30/10</p>	<p>HR Director</p>	<p>Workforce Champions</p>
<p>Other recruiting initiatives: Anchor spoke at Filipino youth organization regarding broadcasting careers</p>	<p>7/10/10</p>	<p>News Anchor</p>	<p>Filipino Youth Organization</p>
<p>Participated in group discussion on how broadcast business units can disseminate employment opportunities to Hispanic communities who normally wouldn't look to the broadcasting industry as a place to establish a career. Specifically discussed back office positions required in broadcasting and also news web producing, writing position as well as TV station blogs.</p>	<p>8/5/10</p>	<p>HR Director</p>	<p>El Centro de La Raza</p>

<p>Student Workshop - Guest speaker: Provided information to students who want to pursue a career in broadcasting and media. Specifically discussed changing roles from traditional broadcasting to new multi-media platforms. Discussed new requirements for positions.</p>	<p>8/16/10</p>	<p>HR Director</p>	<p>Seattle Community College</p>
<p>Other recruiting initiatives: Participated in group discussion on internship programs and how to better train interns for future part-time or full-time positions.</p>	<p>9/2/10</p>	<p>HR Director</p>	<p>Seattle Job Initiatives</p>
<p>Internship Programs: College students spend a semester in a position that gives them hands-on experience in their career field. The position is part-time, 20 hours per week and for college credits only. No compensation</p>	<p>Ongoing</p>	<p>HR Director, Managing Editor, Sports Anchor, Digital Media Marketing Manager</p>	<p>Q13 FOX/MVQ2 (thru 9/12/2010), Joe-TV (eff. 9/13/2010)</p>
<p>Training Programs: Continue to provide station personnel training opportunities that will qualify them for higher-level positions.</p>	<p>Ongoing</p>	<p>HR Director, Sales and News Managers</p>	<p>Q13 FOX/MVQ2 (thru 9/12/2010), Joe-TV (eff. 9/13/2010)</p>
<p>Position Listings: All positions are submitted to media websites whose memberships includes substantial participation of women and minorities.</p>	<p>Ongoing</p>	<p>Human Resources</p>	<p>Q13 FOX/MVQ2 (thru 9/12/2010), Joe-TV (eff. 9/13/2010)</p>

Provided EEO/non-discrimination training to management personnel. Specifically discussed how to go about conducting a diverse recruiting process.	Ongoing	HR Director	Q13 FOX/MyQ2 (thru 9/12/2010), Joe-TV (eff. 9/13/2010)
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