

# KCPQ-TV

## EEO PUBLIC FILE REPORT

### October 1, 2017 - September 30, 2018

#### Statement of EEO Policy

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

KCPQ-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 Human Resources at 206-674-1313.

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

## I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Senior Executive Producer	2-3, 6-11, 13, 17-20, 23-25, 28-34, 37-38, 40-44, 46-48	42
Reporter	2-3, 5-8, 10-13, 17-20, 23, 25, 28-34, 37-38, 40-44, 46-48	42
Reporter	2-3, 5-8, 10-13, 17-20, 23, 25, 28-34, 37-38, 40-44, 46-48	19
Producer, Creative Services	2-3, 5-8, 10-18, 20, 23, 25, 28-35, 37-44, 46-48	15
Account Executive, Regional	2-3, 5-8, 10-13, 16-18, 20, 23, 25, 29-34, 37-44, 46, 48	39
Sr. News Brand Producer	1-3, 5-8, 10-18, 20, 23, 25, 29-35, 37-38, 40-44, 46, 48	15
Production Director (NE)	2-3, 5-8, 11-18, 20, 23, 25, 29-30, 33, 35, 37-38, 40-42, 44, 46	15
Producer	2-3, 5-8, 11-13, 16-18, 20, 23, 25, 27, 29-30, 33, 37-38, 40-42, 44, 46	27
Mgr, Digital Sales	2-8, 10-12, 16-19, 23, 25-26, 29-30, 33, 35, 37-42, 44-46	19
Creative Services Coordinator	2-8, 11-13, 15-18, 23, 25-26, 29-30, 33, 37-38, 40-42, 44-46	15
Engineer, Maintenance	2-8, 10-13, 16-19, 23, 25, 29-30, 33, 37-38, 40-42, 44-46, 49	42
Photographer	2-8, 10-14, 16-19, 23, 25, 29-30, 33, 35, 37-38, 40-42, 44-46, 49	35

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Mgr, Digital Account	2-8, 11-12, 16-18, 23, 25, 29-30, 33, 37 -42, 44-46, 49	39
Sales Assistant	2-8, 10-12, 16-18, 23, 25, 29-30, 33, 37 -42, 44-46, 49	39
Sports Multi-Media Producer	2-8, 10-12, 16-19, 23, 25, 29-30, 33, 36 -38, 40-42, 44-46	19
Administrative Assistant	2-8, 11-12, 16-18, 23, 25, 29-30, 33, 37 -38, 40-42, 44-46, 49	42
Digital Producer/Assignment Editor	2-8, 10-12, 16-18, 23, 25, 29-30, 33, 37 -38, 40-42, 44-46, 49	42
Producer, Creative Services	2-6, 8, 10-12, 16-17, 22-23, 25, 29-30, 33, 37-38, 41-42, 44-45, 49	22
Content Manager	2-8, 10-12, 15-19, 23, 25, 29-30, 33, 37 -38, 40-42, 44-46, 49	15
Photographer	2-8, 10-12, 16-19, 21, 23, 25, 27, 29- 30, 33, 37-38, 40-42, 44-46, 49	27
Traffic Coordinator	2-8, 10-12, 16-18, 22-23, 25, 29-30, 33, 37-38, 40-42, 44-46, 49	22
Reporter/MMJ	2-8, 10-12, 16-19, 23, 25, 29-30, 33, 37 -38, 40-42, 44-46, 49	25
Editor	2-8, 10-12, 14, 16-19, 23, 25, 29-30, 33, 37-38, 40-42, 44-46, 49	19

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

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Agency Referral	N	1
2	American Sportscasters Assoc 225 Broadway Suite 2030 New York, New York 10007 Phone : 212 227-8080 Email : lschwa8918@aol.com Fax : 1-212-571-0556 Louis Schwartz	N	0
3	Art Institute of Seattle 2323 Elliott Ave Seattle, Washington 98121 Phone : 206 239-2307 Email : aisjobs@aai.edu Job Postings	N	0
4	Asian American Journalists Association 1182 Market St Suite 320 San Francisco, California 94102 Phone : 415 346-2051 Email : justins@aaaja.org Albert Lee	N	0
5	Asian American Journalists Association PO Box 9698 Seattle, Washington 98109 Phone : 206 448-5555 Email : info@aajaseattle.org Lori Matsukawa	N	0
6	Asian American Media 145 Ninth Street Suite 350 San Francisco, California 94103 Phone : 415 863-0814 x103 Email : info@asianamericanmedia.org Fax : 1-415-863-7428 Donald Young	N	0
7	Black Journalists Association of Seattle 2300 South Massachusetts Street Seattle, Washington 98144 Phone : 206 464-3217 Email : lvarner@seattletimes.com Fax : 1-206-464-2261 Lynne Varner	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
8	California Chicano News Media Assn 3800 Figueroa St Los Angeles, California 90037 Phone : 213 743-4960 Email : ccnmainfo@ccnma.org Julio Moran	N	0
9	Career Builder 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Luke Scanlon Manual Posting	N	0
10	Central Area Motivation Program 722- 18th Ave Seattle, Washington 98122 Phone : 206 812-4940 Email : annaj@campseattle.org Fax : 1-206-328-8138 Anna Justice	N	0
11	Central Washington University 400 University Way Ellensburg, Washington 98926 Phone : 509 963-1921 Email : career@cwu.edu Vicki Potts	N	0
12	Centro Latino Americano 944 West 5th Ave Eugene, Oregon 97402 Phone : 541 687-2667 Email : cristian@cla1.org Raul de la O	N	0
13	Columbia College 600 S Michigan Avenue Chicago, Illinois 60605 Phone : 312 344-7344 Email : recruiting@colum.edu Fax : 1-312-344-8020 Job Postings	N	0
14	Current Employee	N	6
15	Current Employee/Internal Promotion	N	5

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16	Cynthia Turner's Cynopsis 10 Norden Place Norwalk, Connecticut 6855 Phone : 203-926-9878 Email : cynopsis@optonline.net Job Postings	N	0
17	Eastern Washington University 526 W. Fifth St Cheney, Washington 99004 Phone : 509 359-6365 Email : careers@ewu.edu EWU Career Center	N	0
18	Edward R Murrow School of Comm. WA State University PO Box 641030 Pullman, Washington 99164 Phone : 509 335-1556 Email : tina.taylor-amend@wsu.edu Fax : 1-509-335-1555 Tina Taylor-Amend	N	0
19	Employee Referral	N	16
20	Ethnic Heritage Council 305 Harrison Street #304 Seattle, Washington 98109 Phone : 206 443-1410 Email : ethnic.heritage@seattle.gov Fax : 1-206-443-1408 Peter Davenport	N	0
21	Facebook post	N	2
22	Former Employee	N	2
23	Hispanic Metropolitan Chamber of Commerce 333 SW 5th Ave Suite 100 Portland, Oregon 97207 Phone : 503 222-0280 Email : info@hmccoregon.com Adelina Larsen	N	0
24	Idaho Statesman 1200 N. Curtis Rd Boise, Idaho 83706 Phone : 208 377-6200 Email : recruit@idahostatesman.com Fax : 1-208-377-6309 Tina Bartlett	N	0

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25	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Online Posting Manual Posting	N	3
26	Internal Candidate	N	2
27	Internal Transfer/Promotion	N	2
28	ITT Technical Institute 12720 Gateway Dr Suite 100 Seattle, Washington 98168 Phone : 206 244-3300 Email : <a href="mailto:prydell@itt-tech.edu">prydell@itt-tech.edu</a> Fax : 1-206-277-0765 Job Postings	N	0
29	NATAS Job Bank PO Box 58530 Seattle, Washington 98138 Phone : 206 575-3444 Url : <a href="http://www.natasnw.org">http://www.natasnw.org</a> Email : <a href="mailto:natas@assi-seattle.net">natas@assi-seattle.net</a> Fax : 1-206-575-9255 Diane Bevins	N	0
30	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : <a href="mailto:lojelks@aol.com">lojelks@aol.com</a> Lo Jelks	N	0
31	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202 429-5300 Karen Hunter Manual Posting	N	0
32	National Lesbian & Gay Journalist Association 1420 K Street NW Washington, District of Columbia 92138 Phone : 202 588-9888 x10 Lorena Corona Manual Posting	N	0

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33	National Lesbian & Gay Journalist Association 2120 L Street Suite 850 Washington, District of Columbia 20037 Email : info@nljga.org Michael Tune	N	0
34	North County Inland Career Centers 1935 East Valley Parkway Escondido, California 92027 Phone : 760 738-0274 Sean Riley Manual Posting	N	0
35	Other Source	N	8
36	Producer Solution.com JBA Inc Media Consulting 960 Natma St Suite 4 San Francisco, California 94103 Phone : 415 552- 3481 Email : scottjames@producersolution.com Fax : 1-415-552-3483 Scott James	N	0
37	Seattle Pacific University 3307 3rd Avenue West Seattle, Washington 98119 Email : cdcjobs@spu.edu Job Postings	N	0
38	St. of Wash. Commission on Asian PO Box 40925 Olympia, Washington 98504 Url : <a href="http://www.capaa.wa.gov">http://www.capaa.wa.gov</a> Email : capaa@capaa.wa.gov Job Postings	N	0
39	Station Website	N	10
40	Tacoma Urban League 2550 S Yakima Ave Tacoma, Washington 98405 Phone : 253 383-2007 Email : cparker@thetacomaurbanleague.org Fax : 1-253-383-4818 Michelle Wheeler	N	0

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41	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting Manual Posting	N	1
42	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting Manual Posting	N	46
43	TVB Website 3 East 54th St New York, New York 10022 Phone : 212 486-1111 Url : <a href="http://www.tvb.org">http://www.tvb.org</a> Hope Etheridge Manual Posting	N	0
44	Univ. of WA Career Services 134 Mary Gates Hall Campus Box 352810 Seattle, Washington 98195 Email : <a href="mailto:huskyjob@u.washington.edu">huskyjob@u.washington.edu</a> Erin Foy	N	0
45	WA State Hispanic Chamber of Commerce PO Box 21925 Seattle, Washington 98111 Phone : 206 441-8894 Email : <a href="mailto:info@gwhcc.org">info@gwhcc.org</a> Rosita Romero	N	0
46	Washington Coalition of Citizens with Disabilities 4649 Sunnyside Ave Suite 100 Seattle, Washington 98103 Phone : 206 545-7059 Fax : 1-206-545-7059 Jeanette Murphy	N	0
47	Washington Women's Employment & Education 3516 S 47th Street #205 Tacoma, Washington 98409 Phone : 253 474-9933 Fax : 1-253-474-3366 Job Postings	N	0



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48	Women's Business Exchange 3016 NE Blakeley Street Ste 100 Seattle, Washington 98105 Phone : 206 382-1234 Email : info@wbex.org Judy Dowling	N	0
49	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>104</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	5/31/2018	Establishment of training programs for station personnel	This was sales training to assist sales staff and managers to improve their skills in advertising. This training is intended to improve performance and assist employees and managers to get to the next level.	18	Sales Director Digital Sales Manager National Sales Manager Local Sales Manager
2	7/11/2018	Provision of training to management	Training for Managers on Discrimination in hiring and Equal Opportunity Employment .	21	General manager CFO Director of Engineering Creative Services Director
3	7/17/2018	Establishment of training programs for station personnel	This was sales training to assist sales staff and managers to improve their skills in advertising. This training is intended to improve performance and assist employees and managers to get to the next level.	18	Sales Director Digital Sales Manager Local Sales Manager National Sales Manager
4	7/18/2018	Participation in Job Fairs	NAHJ: Tribune Media participated in the National Association of Hispanic Journalists Conference Career Fair in Miami, FL from July 18-July 20. Regional HR Director and HR Manager spoke to potential candidates about job opportunities.	2	Regional HR Director HR Manager
5	8/1/2018	Provision of training to management	How to avoid and Prevent Sexual Harassment in the Workplace for Managers.	22	General Manager News Director Traffic Director News Operations Manager
6	8/2/2018	Participation in Job Fairs	NABJ: KCPQ/Tribune Media participated in the National Association of Black Journalists Conference Career Fair. Regional HR Director, Talent Acquisition Director spoke to potential candidates about job opportunities.	3	Dr. Director, Talent Acquisition Regional HR Director News SVP