

Apple Valley Broadcasting, Inc.
Response to EEO Audit Letter dated
February 26, 2021

Exhibit 5: Documentation of recruitment
efforts referenced in 2020 EEO Public File
Report

**Job Openings
2019 - 2020**

<i>Openings</i>	<i>Date filled</i>
Producer/Director KVEW	11/20/2019
AE KVEW	2/10/2020
AE KVEW	2/24/2020
MMJ KVEW	2/10/2020
Recept/Traffic	2/19/2020
AM Producer KVEW	4/7/2020
Anchor/MMJ	6/29/2020
Dig. Acct & Proj Mgr	7/29/2020
MMJ	8/17/2020

EEO JOB POSTING LIST

This list is used for all job postings and is updated on a regular basis

CONTACT INFORMATION					
AdAbilities Lucy Rice	Big Bend Community College Bonnie Jeffrey, Career	Central Washington University Terri Reddout	Eastern Washington University Chicano Education	Idaho State University Career Center	Montana State University Allen Yarnell Center for
Arizona State University	Boise State University Career Center	City University of Seattle Career Planning & Placement	Eastern Washington University Department of Theatre and Film, Pete Porter - Chair of Theatre & Film Department and Associate Professor	Illinois Media School Career Services, Services Director	Morgan Murphy Media - WISC TV Jeff VerVoort
King5 News Joyce Taylor	California Chicano News Media Assn. (CCNMA) Sylvia Wells	Colorado Media School Terry Cuff	Eastern Washington University Women's Studies Center Micki Werner	Indeed.com 6433 Champion Grandview Way	Oregon Association of Broadcasters Bob Singer
ACRS Employment & Training Serices Yong Lim Oshie, Program Supervisor	Carroll College Career Services	Collective Talent Michael Bille	Eastern Washington University Journalism Program	KAPP TV/KVEW All Employees/Employee Referrals/Internal Applicants/Employer Initiated	Oregon State University The Career Development Center, Rachel Finch - Employer Relations Manager
Bates Technical College Job Services, Shirley Miller	Central Washington University Career Services	Columbia Basin College Student Employment Center	Edmonds Community College	KXLY TV Wendy Peter. Human Resources	Pacific Lutheran University Career Connections, Jody Horn Recruiting and Outreach Manager
Bates Technical College Ken Witkoe, Instructor	Central Washington University Department of Communications, Cynthia Mitchell - Digital Journalism Advisor. The Observer	Eastern Washington University Career Services	Fort Simcoe Job Corps Center Jacque Green	Lewis-Clark State College Career & Advising Services	Portland State University Advising & Career Services, Ann Mestrovich - Assistant Director/Employer Relations Coordinator
Bates Technical College Roland Robinson, Instructor	Central Washington University Film and Video Studies	Eastern Washington University African American Education Program	Gonzaga University Career Center & GAMP, Karen Franks-Harding	Media Line Rick Iler	Queen B Radio Wisconsin, Inc Herb Cody
Queen B Television, LLC, dba WKBT-TV Kevin Knerzer	Southern Oregon University Office of Career Connections	University of Idaho School of Journalism and Mass Media	Walla Walla Community College Career & Employment Services Center	Washington State University Tri Cities Campus, Julie Nelson	Breezy HR
Seattle Pacific University Center for Career and Calling	The Evergreen State College Career Development Center Library 2153	University of Montana School of Journalism, Denise Dowling	Washington State Association of Broadcasters Keith Shipman	Western Washington University Career Services Center, Outreach Mgr.	
Seattle University Career Services	TVJobs.com Mark Holloway	University of Oregon Career Center	Washington State Commission on Hispanic Affairs	Worksource of Yakima Carol Cauthron	
Society of Broadcast Engineers	University of Idaho Career Services	University of Washington Office of Minority Affairs, Ruth Shigemi	Washington State University Murrow College of Communication	Worksource of Columbia Basin	

TV News Production - KAPP/KVEW TV | Yakima, WA/Kennewick, WA

About us:

KAPP/KVEW TV, your local ABC affiliate in the Yakima/Tri Cities market of Washington State, is part of Morgan Murphy Media. We are a family-owned, people first business and our communities are at the core of what we do and who we are.

About this opportunity:

If you are looking for an outstanding opportunity to get into a newsroom and gain valuable experience in News Production, then come work for KAPP/KVEW TV at our Kennewick location. We're looking for a full time creative and engaged individual with a passion for broadcasting to be a part of our team. As a member of the news production team, you'll train and work closely with our experienced team members to do everything from creating news graphics to troubleshooting to maintaining the quality and accuracy of our shows. This vital behind-the-scenes position plays a key role as we strive to tell the stories that connect our audience to their community.

What you'll do:

- Technical direct/direct for all newscasts
- News, promotion and commercial shooting and editing
- Operation of TV studio camera during newscasts
- Ensure a clear, concise and orderly flow of information to those involved during the broadcast
- Coordinate the show's rundown to reflect production values, such as video, audio and graphic requirements before the production
- Oversee all aspects of the production, whether technical in nature, such as lighting, camera positions, special effects, etc., as well as production values, such as timings, graphics, etc., to ensure a first-rate, quality broadcast before, during and after a broadcast
- Troubleshoot and correct video and audio quality, monitoring all technical operations and maintaining quality and discipline during show productions
- Helps prepare news graphics for show as needed

What you'll bring:

- Ability to work in a fast-paced deadline-driven environment and think quickly in a pressure situation
- Ability to work independently or as part of a team
- Must be available to work all shifts and work any day of the week, possibly on short notice
- Must be flexible and able to handle commercial and promotional projects – both video and graphic content
- Clear, concise and comprehensive verbal communication skills to effectively execute delivery of quality news product
- 4-year degree or equivalent preferred
- Experience with: Avid iNews, GVG Edius, Adobe After Effects, Adobe Photoshop and Newtek Operating system preferred
- Ability to edit news as needed preferred
- Minimum of 2 years of experience in television production preferred

What KAPP/KVEW offers:

- We're a dynamic and progressive family-owned business that values our employees, our culture and our community
- We are a team of driven and creative professionals. Who wouldn't want to work with the best in the business?
- Medical, dental, vision, prescription, life and long-term disability insurance, EAP, flexible spending account, 401(k), paid time off including vacation, sick, personal days and holidays

What's next?

We want creative and engaged individuals with great ideas and the ability to work in a fast-paced newsroom with a great team. To apply on-line and send your resume and link go to <https://www.yaktrinews.com/station/employment/>

KAPP/KVEW IS AN EQUAL OPPORTUNITY EMPLOYER

Coiby

Job Opening - KAPP/KVEW News Production

Cheryl Sentel

Fri 10/25/2019 11:03 AM

To: Bonnie Jeffrey <bonniej@bigbend.edu>; Career Development <careerdevelopment@evergreen.edu>; Career Planning <alumni@cityu.edu>; Career Services <career@cwu.edu>; Cynthia Mitchell <mitchelc@cwu.edu>; Daphne Lightfoot <dmoran@ctc.edu>; Denise Dowling <denise.dowling@mso.umt.edu>; Diane McGarry <dmcgarry@uidaho.edu>; Dick Kernen <dkernen@specshoward.edu>; Don Clark <dclark@beonair.com>; Dr. Elisa Facio <efacio@ewu.edu>; Dr. Scott Finnie <sfinie@ewu.edu>; Herb Cody <hcody@queenbradio.com>; Jeff VerVoort <jvervoort@wisctv.com>; Jenny Spurgin <careers@wwu.edu>; Jon Ward <jonward@cwu.edu>; Julie Nelson <janelson@tricity.wsu.edu>; Keith Shipman <kshipman@wsab.org>; Kevin Witkoe <kwitkoe@bates.ctc.edu>; Kristin Burns <kburns@specshoward.edu>; Lisa Laughter <laughterl@wsu.edu>; Lori Matsukawa <lmatsukawa@king5.com>; Marsha Everson <meverson@wkbt.com>; Michael Bille <bille@michaelsmedia.com>; Nate Bryant <careers@ewu.edu>; Pete Porter <pporter@ewu.edu>; Rick Iler <jobs@medialinetalent.com>; Roland Robinson <rrobinson@bates.ctc.edu>; Ruth Shigemi <rshigemi@u.washington.edu>; Shannon <shannon@theoab.org>; Shirley Miller <jobservices@bates.ctc.edu>; Sylvia Wells <sylvia@ccnma.org>; Terri Reddout <terri.reddout@cwu.edu>; Terry Cuff <tcuff@beonair.com>; Tony Sherock <tsherock@specshoward.edu>; Washington State Commission on Hispanic Affairs <hispanic@cha.wa.gov>; Wendy Peter <wendyp@kxly.com>; Yong Lim Oshie <yonglim@acrs.org>; Cheryl Sentel <cheryls@kappkvev.com>

📎 1 attachments (42 KB)

2019 KAPP KVEW News Production EEO job posting.doc;

Hello,

Please see the attached job posting for the Apple Valley Broadcasting, Inc. (KAPP/KVEW TV).

If you know of a job applicant who you think would be qualified for this position, please refer them.

Also, if you know of any other organizations that might want to receive our job posting notices, please let us know and we will be glad to add them to our mailing list.

In the future, if you encounter a job applicant who you think we may be interested in, even if you do not have our updated job postings on file, please feel free to refer them to our Human Resources Department.

Apple Valley Broadcasting Inc. is an Equal Opportunity Employer.

Thank you

Cheryl Sentel
Administrative Assistant
KAPP/KVEW TV

P. O. Box 1749, Yakima, Wa 98907/114 N. 4th Street, Yakima, Wa 98901
601 N. Edison, Kennewick, WA 99336

Multi-Media Advertising Account Executive | KAPP/KVEW TV | Phase 3 Digital | Kennewick, WA

About us:

KAPP/KVEW TV & Phase 3 Digital, your local ABC affiliate in the Yakima/Tri Cities market of Washington State, is part of Morgan Murphy Media. We are a family-owned, people-first business and our communities are at the core of what we do and who we are.

About this opportunity:

KVEW TV in Kennewick, Washington is seeking smart and driven candidates who have a persuasive/teaching mindset and want to share in our passion of helping local companies grow their business. You will work with our team in marketing, promoting and selling the company's portfolio of broadcast, digital and social media platforms. If you are ready for a rewarding and robust career experience with excellent potential, autonomy and work-life balance, then we are ready for you!

What you'll do:

- Prepare and execute successful sales plans that meet and exceed monthly, quarterly and annual budgets for both on-air and digital platforms.
- Generate new business through prospecting and cold calling.
- Present, negotiate and close sales promotions and sponsorship opportunities.
- Provide outstanding proposals to potential clients effectively through both written and verbal communication.
- Involvement in the local business community, developing relationships with business owners and decision makers

What you'll bring:

- Excellent written and verbal communication skills.
- Exceptional organizational and follow through skills.
- High level of customer service skills.
- Ability to multitask in a fast-paced environment with daily deadlines.
- Excellent computer skills. Power Point a must.
- Internet, social media and digital market savvy.
- Strong curiosity to learn about your clients' businesses.
- Ability to work well without supervision.
- Reliable vehicle for outside sales calls.
- The ability to access emails, texts and apps (i.e. use of your market phone)
- Minimum of 1 year experience in a business development role preferred.
- College Degree preferred.

What KAPP/KVEW offers:

- We're a dynamic and progressive business that values our employees, our culture and our community.
- We are a team of talented and creative professionals. Who wouldn't want to work with the best in the business?
- We offer an outstanding media and digital training and mentorship program to ensure your success.
- Medical, dental, vision, prescription, life and long-term disability insurance, EAP, flexible spending account, 401(k), paid time off including vacation, sick, personal days and holidays.

What's next?

For online application instructions go to <https://www.yaktrineews.com/station/employment/>

KAPP/KVEW IS AN EQUAL OPPORTUNITY EMPLOYER

Wendy Peter

From: WA-KEN KAPPKVEW HR
Sent: Thursday, September 24, 2020 5:38 PM
To: Yong Lim Oshie; Bonnie Jeffrey; career@cwu.edu; Cynthia Mitchell; Jon Ward; Terri Reddout; alumni@cityu.edu; Terry Cuff; Michael Bille; Daphne Lightfoot; Nate Bryant; Dr. Scott Finnie; Dr. Elisa Facio; Pete Porter; Jacque Green; Don Clark; Rick Iler; success@montana.edu; Jeff VerVoort; Bob Singer; Ann Mestrovich; Herb Cody; Nancy Shiner; careerdevelopment@evergreen.edu; Diane McGarry; Ruth Shigemi; Keith Shipman; hispanic@cha.wa.gov; Angela Schweigert; Julie Nelson; Jenny Spurgin; Wendy Peter; Bill Stimson; Kevin Knerzer; Joyce Taylor
Subject: Job Posting for KAPP KVEW
Attachments: Oct 2020 KVEW Multi-Media AE EEO Job Posting.docx

Hello,

Please see the attached job posting for KAPP/KVEW.

If you know of a job applicant who you think would be qualified for this position, please refer them to our Human Resources Department.

Also, if you know of any other organizations that might want to receive our job posting notices, please let us know and we will be glad to add them to our email list.

In the future, if you encounter a job applicant who you think we may be interested in, even if you do not have our updated job postings on file, please feel free to refer them to our Human Resources Department.

Thank you.

KAPP/KVEW Human Resources

hr@kappkview.com

Wendy Peter

From: WA-KEN KAPPKVEW HR
Sent: Thursday, September 24, 2020 1:02 PM
To: WA-KEN Group Everyone
Subject: Job posting for KAPP KVEW
Attachments: Oct 2020 KVEW Multi-Media AE EEO Job Posting.doc

As a courtesy to our employees, I am sending out an email whenever we have a new job opening. You will be the first to know of our new openings in case you are interested in applying, or if you know someone else who may be interested.

New job postings are attached = Multi-Media Advertising Account Executive

If you would like to be considered for any of the current openings, please follow the "How to Apply" instructions on each job posting. You will also need to fill out an Internal Job Application form found on our intranet under eForms and turn it in to Kati Schreck with your resume.

Also - Remember our "Employee Referral Program" if you know someone who would be a good candidate for this job! In order to qualify for the \$125 referral bonus, please see the instructions on how to refer someone on our intranet. You must refer the person with the proper paperwork BEFORE they apply for the job in order to be eligible for the bonus.

All current job postings can be found on yaktrinews.com.

KAPP/KVEW is an Equal Opportunity Employer. For more information, please see the full policy listed on our intranet.

Please let Wendy Peter know if you have any questions.

Thanks.

Multi-Media Journalist | KAPP/KVEW TV | Yakima, WA/Kennewick, WA

About us:

KAPP/KVEW TV, your local ABC affiliate in the Yakima/Tri Cities market of Washington State, is part of Morgan Murphy Media. We are a family-owned, people first business and our communities are at the core of what we do and who we are.

About this opportunity:

KAPP/KVEW TV is seeking a motivated and innovative Multi-Media Journalist to join our newsroom. If you are a true storyteller who does not rely on press releases or officials for the news, then this job is for you! It is truly one of those jobs that will be what you make of it. We are looking for motivated individuals with a strong work ethic who are not afraid to hustle. In this job, you will do it all from shooting to writing to editing to reporting live in studio and in the field with the possibility of learning more than you ever have before. This position is for KVEW-TV in Kennewick, Washington. The fast-growing Tri-Cities area (Kennewick/Pasco/Richland) offers 300 days of sunshine and a great lifestyle for outdoorsy types. We are close to Northwest hotspots Spokane, Seattle and Portland.

What you'll do:

- Enterprise viable and compelling stories for newscasts, website and other platforms
- Shoot quality video with digital cameras and cell phones
- Shoot and edit your own videos
- Publish content and generate story ideas through social media platforms: Facebook, Twitter, Instagram
- Create content and write stories for our website yaktrinews.com
- Travel 100 miles or more if required to cover story
- Maintain contacts and foster relationships in the community
- Fill in as editor as needed
- Fill in anchor as needed
- Fill in as producer as needed
- May be asked to go out into the community and represent KAPP/KVEW TV

What you'll bring:

- Two-year degree or equivalent work experience
- Bachelor's degree with an emphasis in journalism
- Sound editorial judgment and broad knowledge of journalism ethics and libel laws
- Ability to work under extreme pressure and meet deadlines every day
- Team player mindset
- Ability to work with Edius video editing system
- Computer literacy, including iNews newsroom computer system
- Ability to lift and carry 15 pounds
- Conversational Spanish is a plus but not required

What KAPP/KVEW offers:

- We're a dynamic and progressive family-owned business that values our employees, our culture and our community
- We are a team of driven and creative professionals. Who wouldn't want to work with the best in the business?
- Medical, dental, vision, prescription, life and long-term disability insurance, EAP, flexible spending account, 401(k), paid time off including vacation, sick, personal days and holidays

KAPP/KVEW IS AN EQUAL OPPORTUNITY EMPLOYER

Receptionist/Administrative Assistant /Traffic Assistant | KAPP/KVEW TV | Phase 3 Digital | Kennewick, WA

About us:

KAPP/KVEW TV & Phase 3 Digital, your local ABC affiliate in the Yakima/Tri Cities market of Washington State, is part of Morgan Murphy Media. We are a family-owned, people-first business and our communities are at the core of what we do and who we are.

About this opportunity:

KVEW TV in Kennewick, Washington is seeking an organized and reliable candidate with a strong work ethic who will be responsible for performing various administrative tasks as well as being the "face" of the company to all visitors. The ideal candidate will be self-motivated, positive, and be comfortable multi-tasking in a fast-paced environment.

What you'll do:

- Open and close front office
- Answer incoming phone calls and transfer to appropriate personnel
- Greet customers
- Manage Daily Logs Process – Scan and send. Copies to Master Control and binder for storage.
- Process mail and ship packages and track UPS usage; provide year-end usage report
- Process receivables for local station office
- Maintain phone lists, calendars, posters, sales boards, as needed
- Balance petty cash monthly
- Assist with processing client invoices and cash statements monthly
- Assist Master Control by downloading spots, ensuring spot quality, confirming accuracy of and inputting traffic instructions and missing spots
- Contact account executives or ad agencies to receive instructions and spots
- completing reports and reconciling logs as needed
- Reconcile daily Nielsen and Comscore reports
- Back up HR/Admin as needed

What you'll bring:

- High School Education or equivalent
- Fast and accurate data entry
- Strong work ethic, goal oriented and a strong desire to learn
- Proficiency and accuracy using 10-Key for calculations
- Proficient with Excel, Word, and other MS Windows applications
- Ability to gather data, compile information, and prepare reports
- Professional phone and in-person communication
- Exceptional organizational skills
- Working knowledge and understanding of broadcast traffic systems preferred
- Previous broadcast traffic, billing, or accounting experience preferred
- Previous receptionist and/or administrative assistant experience preferred

What KAPP/KVEW offers:

- We're a dynamic and progressive business that values our employees, our culture and our community.
- We are a team of talented and creative professionals. Who wouldn't want to work with the best in the business?
- Medical, dental, vision, prescription, life and long-term disability insurance, EAP, flexible spending account, 401(k), paid time off including vacation, sick, personal days and holidays.

What's next?

For online application instructions go to <https://www.yaktrinews.com/station/employment/>

KAPP/KVEW IS AN EQUAL OPPORTUNITY EMPLOYER

Receptionist/Administrative Assistant /Traffic Assistant | KAPP/KVEW TV | Phase 3 Digital | Kennewick, WA

About us:

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- We are a team of talented and creative professionals. Who wouldn't want to work with the best in the business?
- Medical, dental, vision, prescription, life and long-term disability insurance, EAP, flexible spending account, 401(k), paid time off including vacation, sick, personal days and holidays.

What's next?

Click below to apply on-line and include your resume and cover letter!

KAPP/KVEW IS AN EQUAL OPPORTUNITY EMPLOYER

KAPP/KVEW Job Posting - Receptionist/Administrative Assistant/Traffic Assistant

Cheryl Sentel <cheryls@kappkview.com>

Mon 2/3/2020 4:46 PM

To: Cheryl Sentel <cheryls@kappkview.com>

📎 1 attachments (35 KB)

2020 KVEW RECEPTIONIST_ADMIN_TRAFFIC EEO Job Posting.doc;

Hello,

Please see the attached job posting for the Apple Valley Broadcasting, Inc. (KAPP/KVEW TV).

If you know of a job applicant who you think would be qualified for this position, please refer them.

Also, if you know of any other organizations that might want to receive our job posting notices, please let us know and we will be glad to add them to our mailing list.

In the future, if you encounter a job applicant who you think we may be interested in, even if you do not have our updated job postings on file, please feel free to refer them to our Human Resources Department.

Apple Valley Broadcasting Inc. is an Equal Opportunity Employer.

Thank you

Cheryl Sentel
HR/Office Manager/Programming
KAPP/KVEW TV

P. O. Box 1749, Yakima, Wa 98907/114 N. 4th Street, Yakima, Wa 98901
601 N. Edison, Kennewick, WA 99336

Cheryl Sentel
Office Manager/Admin Asst/HR/Prog.
KAPP/KVEW TV
114 N. 4th Street/PO Box 1749
Yakima, Wa 98901/Yakima, Wa 98907
cheryls@kappkview.com
www.yaktrinews.com

News Producer | KAPP/KVEW | Kennewick, WA

About us:

KAPP/KVEW TV, your local ABC affiliate in the Yakima/Tri-Cities market of Washington State, is part of Morgan Murphy Media. We are a family-owned, people first business and our communities are at the core of what we do and who we are.

About this opportunity:

KAPP/KVEW is looking for an experienced, enthusiastic news producer who can create fast-paced, informative and compelling newscasts that look different every day. You must be aggressive when it comes to breaking news and know how to present stories that capture an audience. Attention to detail, excellent writing skills, solid journalistic judgment and social media experience are vital. This position is for KVEW-TV in Kennewick, Washington. The fast-growing Tri-Cities area (Kennewick/Pasco/Richland) offers 300 days of sunshine and a great lifestyle for outdoorsy types. We are close to Northwest hotspots Spokane, Seattle and Portland.

What you'll do:

- Produce, write and coordinate coverage for daily newscasts
- Make multiple coverage decisions based on the content gathered that day
- Collaborate with reporters and anchors on the best way to present/report stories
- Publish content and generate story ideas through social media sites
- Research stories and subjects for exceptional and informative news segments
- Produce stories that our target audience will find valuable and relevant to their lives
- Complete work as assigned by the news director

What you'll bring:

- Bachelor's degree in Journalism or related field
- Strong broadcast and AP style writing skills
- Leadership experience in a news organization
- Ability to be self-motivated and highly organized
- Ability to manage multiple projects and meet deadlines
- Experience using iNews preferred but not required
- Ability to edit using Edius preferred but not required

What KAPP/KVEW offers:

- We're a dynamic and progressive family-owned business that values our employees, our culture and our community
- We are a team of driven and creative professionals. Who wouldn't want to work with the best in the business?
- Medical, dental, vision, prescription, life and long-term disability insurance, EAP, flexible spending account, 401(k), paid time off including vacation, sick, personal days and holidays

What's next?

Click below for online application instructions.

Wendy Peter

From: Cheryl Sentel
Sent: Friday, January 10, 2020 1:38 PM
To: Cheryl Sentel
Subject: KAPP/KVEW Job Opening - News Producer
Attachments: 2020 News Producer EEO Posting.doc

Hello,

Please see the attached job posting for the Apple Valley Broadcasting, Inc. (KAPP/KVEW TV).

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Also, if you know of any other organizations that might want to receive our job posting notices, please let us know and we will be glad to add them to our mailing list.

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Thank you

Cheryl Sentel
Administrative Assistant
KAPP/KVEW TV
P. O. Box 1749, Yakima, Wa 98907/114 N. 4th Street, Yakima, Wa 98901
601 N. Edison, Kennewick, WA 99336

a

Morning News Anchor | KAPP/KVEW | Kennewick, WA

About us:

KAPP/KVEW Local News, a Morgan Murphy Media company and the ABC affiliate in Yakima/Tri-Cities, Washington, is a family-owned, people-first newsroom. Community is at the core of what we do and who we are. We believe it is our duty to inform and inspire.

About this opportunity:

KAPP/KVEW has an opening for a morning show host responsible for anchoring our 5-7 a.m. newscasts. This is a great opportunity for a reporter who is ready to begin an anchoring career. As host of Good Morning Northwest, you will work with a team including a breaking-news anchor, meteorologist, reporter, photojournalist and director to create fast-paced, informative and compelling newscasts. You must know how to present stories that capture an audience and when to let your personality shine. Attention to detail, excellent writing skills and solid journalistic judgment are vital. This position is for our Kennewick studio in the heart of Washington's wine country, the not-so-rainy corner of the Pacific Northwest boasting 300 days of sunshine, stress-free commutes and proximity to Spokane, Seattle and Portland.

What you'll do:

- Anchor morning newscasts (Good Morning Northwest) and news briefs
- Deliver news accurately; engage viewers with excitement, urgency and sharp wit
- Develop story ideas; shoot, edit and write local news stories for TV
- Write stories using ABC and CNN feeds, AP wires and online resources
- Demonstrate editorial judgment using knowledge of journalism ethics and libel laws
- Fill in as reporter, producer or other role as assigned by news director
- Publish content and generate story ideas through social media sites like Facebook and Twitter

What you'll bring:

- Minimum two years of experience as a multimedia journalist/anchor
- Four-year degree in journalism, communications or equivalent field preferred
- Ability to present news stories professionally from a TV studio
- Proficient at posting content to various websites
- Strong broadcast and AP style writing skills
- Working knowledge of newsroom software, camera equipment and editing systems
- Ability to lift up to 15 lbs. and to sit, walk or stand for long periods

What KAPP/KVEW offers:

- We're a dynamic and progressive family-owned business that values our employees, our culture and our community
- Medical, dental, vision, prescription, life and long-term disability insurance, EAP, flexible spending account, 401(k), paid time off (vacation, sick, personal, holidays)

What's next?

To apply on-line and send your resume and link to your video reel of projects you've shot and edited go to: <https://www.yaktrinews.com/station/employment/>

KAPP/KVEW IS AN EQUAL OPPORTUNITY

Digital Account & Project Manager | KAPP/KVEW TV | Phase 3 Digital
Kennewick, WA

About us:

KAPP TV, KVEW TV and Phase 3 Digital are part of Morgan Murphy Media. We are a family-owned, people first business located in Kennewick, WA, and Yakima, WA, and our communities are at the core of what we do and who we are.

About this opportunity:

KAPP/KVEW/Phase 3 Digital is seeking a motivated and innovative individual to play an active role in the sales process, lending not only administrative support, but contributing creative ideas and feedback. This position will serve as the liaison between Phase 3 Digital and the departments with Morgan Murphy Media. This opportunity is located in the Tri-Cities which is a booming metropolitan area in southeast WA where the sun shines 300 days of the year! Tri-Cities offers amazing outdoor views, cultural diversity and is known as the "Heart of Washington Wine Country."

What you'll do:

- Coordinate and manage all Phase 3 Digital- Apple Valley Broadcasting projects
- Facilitate inter-office communications to insure all digital/online media assets and campaigns are delivered successfully for clients
- Partner and strategize with Account Executives to create original, unique and professional presentations
- Create compelling recaps for digital and traditional campaigns, air checks, screen shots and video recaps
- Implementation, fulfillment, inventory management reporting on analytics, troubleshooting issues that may occur while online campaigns are in progress
- Create and maintain all multi-media presentations and digital sales materials that include imagery, audio and video
- Maintain the "pipeline" and pacing reports for all Digital Projects
- Attend sales calls with Account Executives in field
- Provide clients with project workflow updates
- Facilitate marketing/sales related projects to be displayed on Yaktrinews.com and/or Facebook
- Facilitate and manage internal Facebook campaigns

What you'll bring:

- Working knowledge of new media, digital interactive initiatives, social media and content
- Strong written and verbal communication skills
- An understanding of strategic account management, ratings, and digital execution
- Excellent computer skills: Windows environment, Power Point, Excel, Word
- Photoshop and Adobe Illustrator experience is required
- Ability to thrive in a fast-paced environment, assist in multiple projects and tight deadlines
- Superior time and project management skills
- Exceptional organizational skills with high attention to detail
- Ability to work well under pressure

What KAPP/KVEW offers:

- We're a dynamic and progressive family-owned business that values our employees, our culture and our community

- We are a team of driven and creative professionals. Who wouldn't want to work with the best in the business?
- Medical, dental, vision, prescription, life and long-term disability insurance, EAP, flexible spending account, 401(k), paid time off including vacation, sick, personal days and holidays

What's next?

For online application instructions go to <https://www.yaktrinews.com/station/employment/>

KAPP/KVEW IS AN EQUAL OPPORTUNITY EMPLOYER

Job Postings KAPP/KVEW TV

WA-KEN KAPPKVEW HR <hr@kappkview.com>

Tue 6/30/2020 4:32 PM

Bcc: Jon Ward <onward@cwu.edu>

 2 attachments (83 KB)

2020 KAPP KVEW Multi Media Journalist EEO job posting.doc; 2020 Digital Account_Proj Mgr EEO Posting.doc;

Hello,

Please see the attached job postings for KAPP/KVEW.

If you know of a job applicant who you think would be qualified for either of these positions, please refer them to our Human Resources Department.

Also, if you know of any other organizations that might want to receive our job posting notices, please let us know and we will be glad to add them to our email list.

In the future, if you encounter a job applicant who you think we may be interested in, even if you do not have our updated job postings on file, please feel free to refer them to our Human Resources Department.

Thank you.

KAPP/KVEW Human Resources

hr@kappkview.com

Re: Job Posting KAPP KVEW

WA-KEN KAPPKVEW HR <hr@kappkview.com>

Wed 6/24/2020 6:57 PM

To: Keith Shipman <kshipman@wsab.org> 1 attachments (41 KB)

2020 Digital Account_Proj Mgr EEO Posting.doc;

Attached is the word file. My apologies - let me know if you need anything else.

From: Keith Shipman <kshipman@wsab.org>**Sent:** Wednesday, June 24, 2020 6:17 PM**To:** WA-KEN KAPPKVEW HR <hr@kappkview.com>**Subject:** RE: Job Posting KAPP KVEW

Please send this in a word file. I copy/paste to load onto our website, and I'm not able to do so easily with a .pdf.

Many thanks –

Keith

Keith Shipman, President & CEO

Washington State Association of Broadcasters

PO Box 11341

Tacoma, WA 98411

360-705-0774 (Office)

541-419-0141 (Mobile)

Email: kshipman@wsab.org

Web: www.wsab.org

Twitter: @WAbroadcasters

From: WA-KEN KAPPKVEW HR <hr@kappkview.com>**Sent:** Wednesday, June 24, 2020 11:08 AM**To:** undisclosed-recipients:**Subject:** Job Posting KAPP KVEW

Hello,

Please see the attached job posting for KAPP/KVEW.

If you know of a job applicant who you think would be qualified for this position, please refer them to our Human Resources Department.

Also, if you know of any other organizations that might want to receive our job posting notices, please let us know and we will be glad to add them to our email list.

Job Posting for KAPP/KVEW

WA-KEN KAPPKVEW HR <hr@kappkview.com>

Wed 6/24/2020 3:53 PM

To: WA-KEN Group Everyone <group-everyone@kappkview.com>

Bcc: Wendy Peter <wendyp@kxly.com>

 1 attachments (41 KB)

2020 Digital Account_Proj Mgr EEO Posting.doc;

As a courtesy to our employees, I am sending out an email whenever we have a new job opening. You will be the first to know of our new openings in case you are interested in applying, or if you know someone else who may be interested.

New Job Posting Attached - Digital Account & Project Manager

If you would like to be considered for any of the current openings, please follow the "How to Apply" instructions on each job posting. You will also need to fill out an Internal Job Application form found on our intranet under eForms and turn it in to Kati with your resume.

Also - Remember our "Employee Referral Program" if you know someone who would be a good candidate for this job! In order to qualify for the \$125 referral bonus, please see the instructions on how to refer someone on our intranet. You must refer the person with the proper paperwork BEFORE they apply for the job in order to be eligible for the bonus.

All current job postings can be found on yaktrine.com.

KAPP/KVEW is an Equal Opportunity Employer. For more information, please see the full policy listed on our intranet.

Please let Wendy Peter know if you have any questions.

Thanks.

Multi-Media Journalist | KAPP/KVEW TV | Yakima, WA/Kennewick, WA

About us:

KAPP/KVEW TV, your local ABC affiliate in the Yakima/Tri Cities market of Washington State, is part of Morgan Murphy Media. We are a family-owned, people first business and our communities are at the core of what we do and who we are.

About this opportunity:

KAPP/KVEW TV is seeking a motivated and innovative Multi-Media Journalist to join our newsroom. If you are a true storyteller who does not rely on press releases or officials for the news, then this job is for you! It is truly one of those jobs that will be what you make of it. We are looking for motivated individuals with a strong work ethic who are not afraid to hustle. In this job, you will do it all from shooting to writing to editing to reporting live in studio and in the field with the possibility of learning more than you ever have before. This position is for KVEW-TV in Kennewick, Washington. The fast-growing Tri-Cities area (Kennewick/Pasco/Richland) offers 300 days of sunshine and a great lifestyle for outdoorsy types. We are close to Northwest hotspots Spokane, Seattle and Portland.

What you'll do:

- Enterprise viable and compelling stories for newscasts, website and other platforms
- Shoot quality video with digital cameras and cell phones
- Shoot and edit your own videos
- Publish content and generate story ideas through social media platforms: Facebook, Twitter, Instagram
- Create content and write stories for our website yaktrinews.com
- Travel 100 miles or more if required to cover story
- Maintain contacts and foster relationships in the community
- Fill in as editor as needed
- Fill in anchor as needed
- Fill in as producer as needed
- May be asked to go out into the community and represent KAPP/KVEW TV

What you'll bring:

- Two-year degree or equivalent work experience
- Bachelor's degree with an emphasis in journalism
- Sound editorial judgment and broad knowledge of journalism ethics and libel laws
- Ability to work under extreme pressure and meet deadlines every day
- Team player mindset
- Ability to work with Edius video editing system
- Computer literacy, including iNews newsroom computer system
- Ability to lift and carry 15 pounds
- Conversational Spanish is a plus but not required

What KAPP/KVEW offers:

- We're a dynamic and progressive family-owned business that values our employees, our culture and our community
- We are a team of driven and creative professionals. Who wouldn't want to work with the best in the business?
- Medical, dental, vision, prescription, life and long-term disability insurance, EAP, flexible spending account, 401(k), paid time off including vacation, sick, personal days and holidays

What's next?

We want excited, passionate journalists with great ideas and the ability to work in a fast-paced newsroom with a great team. To apply on-line and send your resume and link go to

<https://www.yaktrinews.com/station/employment/>

KAPP/KVEW IS AN EQUAL OPPORTUNITY EMPLOYER

Wendy Peter

From: WA-KEN KAPPKVEW HR
Sent: Tuesday, June 30, 2020 8:59 AM
Subject: Job Posting for KAPP/KVEW
Attachments: 2020 KAPP KVEW Multi Media Journalist EEO job posting.doc

Hello,

Please see the attached job posting for KAPP/KVEW.

If you know of a job applicant who you think would be qualified for this position, please refer them to our Human Resources Department.

Also, if you know of any other organizations that might want to receive our job posting notices, please let us know and we will be glad to add them to our email list.

In the future, if you encounter a job applicant who you think we may be interested in, even if you do not have our updated job postings on file, please feel free to refer them to our Human Resources Department.

Thank you.

KAPP/KVEW Human Resources

hr@kappkvew.com

Wendy Peter

From: WA-KEN KAPPKVEW HR
Sent: Tuesday, June 30, 2020 8:53 AM
To: WA-KEN Group Everyone
Subject: Job Posting for KAPP KVEW
Attachments: 2020 KAPP KVEW Multi Media Journalist EEO job posting.doc

As a courtesy to our employees, I am sending out an email whenever we have a new job opening. You will be the first to know of our new openings in case you are interested in applying, or if you know someone else who may be interested.

New job postings are attached = Multi Media Journalist

If you would like to be considered for any of the current openings, please follow the "How to Apply" instructions on each job posting. You will also need to fill out an Internal Job Application form found on our intra net under eForms and turn it in to Kati with your resume.

Also - Remember our "Employee Referral Program" if you know someone who would be a good candidate for this job! In order to qualify for the \$125 referral bonus, please see the instructions on how to refer someone on our intranet. You must refer the person with the proper paperwork BEFORE they apply for the job in order to be eligible for the bonus.

All current job postings can be found on yaktrnews.com.

KAPP/KVEW is an Equal Opportunity Employer. For more information, please see the full policy listed on our intranet.

Please let Wendy Peter know if you have any questions.

Thanks.