

September 28, 2018

KAPP TV, KAPPD-TV, KVEW TV and KVEWD-TV
2017 – 2018 ANNUAL EEO PUBLIC FILE REPORT

The purpose of this EEO Public File Report (“Report”) is to comply 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 the following stations: KAPP TV, KAPPD-TV, KVEW TV and KVEWD-TV and is required to be placed in the public inspection files of these stations and posted on their websites.

The information contained in this report covers the time period beginning October 1 2017 -- September 30, 2018 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for all full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC Rules.

For the purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.



RECRUITMENT SOURCES AND REFERRAL LISTINGS 10/1/17-9/30/18

Job Title	Date Position Opened	Date Position Filled	Sources Used	Hire Source	Interviewee Referral Source
Multi Media Account Executive (KVEW)	09/26/2017	10/3/2017	Employment Recruitment List	Direct Recruit	Direct Recruit
Multi Media Journalist (KVEW)	10/10/2017	11/1/2017	Employment Recruitment List	Station Website	Station Website, Indeed.com
Multi Media Journalist (KVEW)	10/10/2017	11/8/2017	Employment Recruitment List	Station Website	Station Website, Indeed.com
MMJ/Traffic Anchor/ Assoc Producer	1/9/2018	2/26/2018	Employment Recruitment List	Station Website	Station Website, Facebook, On line search
Multi Media Journalist KVEW	2/23/2018	3/5/2018	Employment Recruitment List	Station Website	Indeed.com, Station Website
News Producer KVEW	2/27/2018	3/5/2018	Employment Recruitment List	Station Website	Station Website
News Director KVEW	5/21/2018	6/29/2018	Employment Recruitment List	Rick Gevers	Rick Gevers
Digital Media Specialist KVEW	07/09/2018	08/22/2018	Employment Recruitment List	Indeed.com	Current Employee, Indeed.com
News Producer KVEW (2x)	09/05/2018	09/26/2018	Employment Recruitment List	Station Website, Direct Recruit	Station Website, Direct Recruit

Total number of persons interviewed for All Fulltime Vacancies filled during the Past Year: 26



2018 EEO Public File Report Form

Covering the Period from 10/1/17-9/30/18

Station(s) Comprising Station Employment Unit: KAPP TV and KVEW TV

Section I: Vacancy Information

Job Opening	Dates	# of people Interviewed	Recruitment Source for Hiree
Multi Media Account Executive -- KVEW	9/26/2017 -- 10/3/2017	1	Employer Initiated
Multi Media Journalist KVEW	10/10/2017 -- 11/1/2017	3	Station Website
Multi Media Journalist KVEW	10/10/2017 -- 11/8/2017	3	Station Website
MMJ/Traffic Reporter/ Assoc Producer -- KVEW	1/9/2018 -- 2/26/2018	4	Station Website
Multi Media Journalist KVEW	2/23/2018 -- 3/5/2018	3	Station Website
News Producer KVEW	2/27/2018 -- 3/5/2018	3	Station Website
News Director KVEW	5/21/2018 -- 6/29/2018	2	Rick Gevers
Digital Media Specialist KVEW	07/09/2018 -- 08/22/2018	5	Indeed.com
News Producer KVEW (2x)	09/05/2018 -- 09/26/2018	2	Station Website, Direct Recruit

EEO RECRUITER LIST
10/1/2017 – 9/30/2018

Number	Contact Information	Did source request notification	Notify via:	# of interviewees referred by source
1 (Sales only openings)	AdAbilities Lucy Rice Director of Talent and Recruitment 6290 Ronald Reagon Drive, Suite 121 Lake St Louis, MO 63367 Phone: 314-276-2017 Email: lucy@adabilities.com Website: www.adabilities.com		Sales Manager notifies her when we have openings	
2	Arizona State University Tempe, AZ 85281 Phone: 480-965-2100 https://asu-csm.symplicity.com/employers Website: handshake.com		Handshake	
3 (News only openings)	Asian American Journalist Lori Matuskawa c/o KING TV 1501 First Avenue South Seattle, WA 98134 Phone: 206-448-3853 Email: lmatsukawa@king5.com Website: www.king5.com		Email	
4	ACRS Employment & Training Serices Yong Lim Oshie, Program Supervisor 3639 Martin Luther King Jr. Way S. Seattle, WA 98144 Phone: 206-695-7590 Email: yonglim@acrs.org Website: www.acrs.org		Email	
5 (Engineering, Technical openings only)	Bates Technical College Job Services, Shirley Miller 1011 S. Yakima Avenue Tacoma, WA 98405-4895 Phone: 253-680-7240 Fax: 253-680-7187 Email: jobservices@bates.ctc.edu Website: www.bates.ctc.edu		Email	
6 (Engineering, Technical openings only)	Bates Technical College Ken Witkoe, Instructor 1011 S. Yakima Avenue Tacoma, WA 98405-4895 Phone: 253-680-7761 Email: kwitkoe@bates.ctc.edu Website: www.bates.ctc.edu		Email	
7 (Engineering, Technical openings only)	Bates Technical College Roland Robinson, Instructor 1011 S. Yakima Avenue Tacoma, WA 98405-4895 Phone: 253-680-7754 Email: rrobinson@bates.ctc.edu Website: www.bates.ctc.edu		Email	
8	Big Bend Community College Bonnie Jeffrey, Career Services Coordinator 7662 Chanute Street NE		Email	

	Moses Lake, WA 98837-3299 Phone: 509-793-2069 Fax: 509-762-2696 Email: bonniej@bigbend.edu Website: www.bigbend.edu			
9	Boise State University Career Center 1910 University Drive Boise, ID 83725-1310 Phone: 208-426-1747 Fax: 208-426-3437 Email: career@boisestate.edu Website: Handshake.com		Handshake	
10 (News only openings)	California Chicano News Media Assn. (CCNMA) Sylvia Wells Office Manager 3800 S. Figueroa Street Los Angeles, CA 90037-1206 Phone: 213-743-4960 Email: sylvia@ccnma.org Website: http://ccnma.org/		Email	
11	Carroll College Career Services 1601 N. Benton Avenue Helena, MT 59625 Phone: 406-447-5532 Email: careers@carroll.edu Website: Handshake.com		Handshake	
12	Central Washington University Career Services 400 E. University Way Ellensburg, WA 98926 Phone: 509-963-1921 Email: career@cwu.edu Website: www.cwu.edu		Email	
13	Central Washington University Department of Communications Cynthia Mitchell – Digital Journalism Advisor, The Observer Bouillon 229 400 E. University Way Ellensburg, WA 98926 Phone: 509-963-1063 Email: mitchelc@cwu.edu Website: www.cwu.edu		Email	
14	Central Washington University Film and Video Studies Jon Ward, Co Director of Film and Video Studies OR Liahan Armstrong, Co Director of Film and Video Studies Bouillon 224 OR L&L 403F 400 E. University Way Ellensburg, WA 98926 Phone: 509-963-2893 or 509-963-3178 Email: jonward@cwu.edu or lotus@cwu.edu Website: http://www.cwu.edu		Email	
15	City University of Seattle Career Planning & Placement 1190 NE First Street Bellevue, WA 98005		Email	

	Phone: 206-239-4576 Email: alumni@cityu.edu Website: http://www.cityu.edu/			
16	Colorado Media School Terry Cuff 404 S. Upham Street Lakewood, CO 80226 Phone: 303-937-7070 Email: tcuff@beonair.com Website: www.beonair.com		Email	
17	Collective Talent Michael Bille 1721 Richardson Place Tampa, FL 33606 Phone: 813-254-9695 Email: bille@michaelsmedia.com Website: www.collectivetalent.com		Email	
18	Columbia Basin College Student Employment Center Daphne Lightfoot 2600 N. 20 th Avenue Pasco, WA 99201 Phone: 509-542-4875 Fax: 509-544-2029 Email: dmoran@ctc.edu Website: www.Columbiabasin.edu		Email	
19	Eastern Washington University Career Services Nate Bryant, Employer Relations Mgr 114 Showalter Hall Cheney, WA 90004-2431 Phone: 509-359-6058 Fax: 509-359-6940 Email: careers@ewu.edu Website: https://www.ewu.edu		Email	
20	Eastern Washington University African American Education Program Dr. Scott Finnie - Director 204 Monroe Hall Cheney, WA 90004-2420 Phone: 509-359-6152 Email: sfinnie@ewu.edu Website: https://www.ewu.edu		Email	
21	Eastern Washington University Chicano Education Program Dr. Elisa Facio - Director 203 Monroe Hall Cheney, WA 90004 Phone: 509-359-6146 Email: efacio@ewu.edu Website: https://www.ewu.edu		Email	
22	Eastern Washington University Department of Theatre and Film Pete Porter – Chair of Theatre & Film Department and Associate Professor RTV107 Cheney, WA 90004 Phone: 509-359-6388 Email: pporter@ewu.edu		Email	

	Website: https://www.ewu.edu			
23	Eastern Washington University Women's Studies Center – Micki Werner 526 5 th Street, MS 166 Cheney, WA 99004-2431 Phone: 509-359-2847 Website: www.ewu.edu		Letter	
24	Eastern Washington University Journalism Program Bill Stemson 526 Fifth St Cheney, WA 90004 Phone: 509-359-6034 Email: wstemson@ewu.edu Website: https://www.ewu.edu		Email	
25	Edmonds Community College 2000 68 th Ave. W Lynnwood, WA 98036 Phone: 425-640-1256 Fax: 425-640-1121 Email: careeractioncenter@edcc.edu Website: http://www.edcc.edu/default.html		Email	
26	Fort Simcoe Job Corps Center Jacque Green 40 Abella Lane White Swan, WA 98952 Phone: 509-874-2244 Fax: 509-874-2342 Email: green.jacque@jobcorps.org Website: www.fortsimcoe.jobcorps.gov		Email	
27	Gonzaga University Career Center & GAMP Karen Franks-Harding E. 500 Boone Ave. – MSC 2462 Spokane, WA 99258 Phone: 509-313-4234 Fax: 509-313-5872 Email: franks-harding@gonzaga.edu Website: handshake.com		Handshake	
28	Idaho State University Career Center Museum Building, Room 418 Campus Stop 8108 Pocatello, ID 83209 Phone: 208-282-2380 Fax: 208-282-4611 Email: careers@isu.edu Website: http://www.isu.edu/		Email	
29	Illinois Media School Career Services Don Clark, Career Services Director 530 South State Street Chicago, IL 60605 Phone: 312-884-8000 Email: dclark@beonair.com Website: www.beonair.com		Email	
30	Indeed.com 6433 Champion Grandview Way Building 1		Website	7

	Austin, TX 78750			
31	KAPP/KVEW Website P.O. Box 1749/601 N. Edison Yakima, WA 98907/Kennewick, WA 99336 Phone: 509-453-0351/509-735-8369 Website: www.yaktrine.com		Website	13
32	KAPP TV All Employees/Employee Referrals/Internal Applicants/Employer Initiated P.O. Box 1749 Yakima, WA 98907 Phone: 509-453-0351 Fax: 509-453-3623 Website: www.yaktrine.com		Posted on Company Bulletin Board	1
33	KVEW TV All Employees/Employee Referrals/Internal Applicants/Employer Initiated 601 N. Edison Kennewick, WA 99336 Phone: 509-735-8369 Fax: 509-735-7889 Website: www.kvewtv.com		Posted on Company Bulletin Board	
34	KXLY TV Wendy Peter. Human Resources 500 W. Boone Avenue Spokane, WA 99201 Phone: 509-324-4000 Email: wendyp@kxly.com Website: www.kxly.com		Email	
35	Lewis-Clark State College Career & Advising Services Reid Centennial Hall, Room 208 Lewiston, ID 83501 Phone: 208-792-2313 Fax: 208-792-2313 Email: dlybyer@lcsc.edu Website: http://www.lcsc.edu/		Email	
36	Media Line Mark Shilstone P. O. Box 51909 Pacific Grove, CA 93950 Phone: 800-237-8073 Email: medialine@medialine.com Website: www.medialine.com		Email	
37	Montana State University Allen Yarnell Center for Student Success 177 Strand Union Building P. O. Box 174180 Bozeman, MT 59717-4180 Phone: 406-994-7627 Fax: 406-994-5488 Email: success@montana.edu Website: http://www.montana.edu		Email	

38	Morgan Murphy Media - WISC TV Jeff VerVoort Human Resources 7025 Raymond Road Madison, WI 53719 Phone: 608-271-5142 Fax: 608-278-5568 Email: jvervoort@wisctv.com Website: www.channel3000.com	Yes	Email	
39	Oregon Association of Broadcasters Shannon 7150 SW Hampton Street, Suite 240 Portland, OR 97223-8366 Phone: 503-443-2299 Fax: 503-443-2488 Email: Shannon@theoab.org Website: www.theoab.org		Email	
40	Oregon State University The Career Development Center Rachel Finch -- Employer Relations Manager B008 Kerr Administration Building Corvallis, OR 97331-2127 Phone: 541-737-4085 Fax: 541-737-0532 Email: career.services@oregonstate.edu Website: www.http://oregonstate.edu		Email and Handshake	
41	Pacific Lutheran University Career Connections Jody Horn -- Recruiting and Outreach Manager Ramstad Hall, Room 112 Tacoma, WA 98447-0003 Phone: 253-536-5104 Fax: 253-536-5104 Email: career@plu.edu Website: http://www.plu.edu https://myinterfase.com/plu/employer/home.aspx		Website	
42	Portland State University Advising & Career Services Ann Mestrovich -- Assistant Director/Employer Relations Coordinator P. O. Box 751 -- ACS Portland, OR 97207-0751 Phone: 503-725-4005 Fax: 503-725-5373 Email: careerconnect@pdx.edu Website: http://pdx.edu/		Email and Handshake	
43	Queen B Radio Wisconsin, Inc Herb Cody 51 Means Drive Platteville, WI 53818 Phone: 608-349-2014 Fax: 608-349-2002 Email: hcody@queenbradio.com Website: www.news8000.com		Email	
44	Queen B Television, LLC, dba WKBT-TV Marsha Everson 141 S. 6 th Street LaCrosse, WI 54601 Phone: 608-782-4678		Email	

	<p>Fax: 608-782-4674 Email: meverson@wkbt.com Website: www.news8000.com</p>			
45	<p>Seattle Pacific University Center for Career and Calling Lori Brown -- Employer Relations Manager 3307 Third Ave. W., Suite 216 Seattle, WA 98119 Phone: 206-281-2485 Email: spucareercenter@spu.edu Website: Handshake.com</p>		Handshake	
46	<p>Seattle University Career Services 901 12th Avenue PO. Box 222200 Seattle, WA 98122 Email: CareerServices@Seattleu.edu Website: https://seattleu-csm/sumplicity.com/employers</p>		Handshake	
47	<p>Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, IN 46260 317-846-9000 Website: sbe.org/sections/jl_submit.php</p>		Website	
48	<p>Southern Oregon University Office of Career Connections Hannon Library 113A 1250 Siskiyou Boulevard Ashland, OR 97520 Phone: 541-552-6131 Website: Handshake.com</p>		Handshake	
49	<p>Specs Howard School of Media Arts Video Advisor, Tony Sherock Kristin Burns, Dick Kernen 19900 W. 9 Mile Rd #100 Southfield, MI 48075 Phone: 248-358-9000 Email: Tsherock@specshoward.edu dkernen@specshoward.edu kburns@specshoward.edu Website: www.specshoward.edu</p>	Yes	Email	
50	<p>The Evergreen State College Career Development Center Library 2153 2700 Evergreen Parkway NW Olympia, WA 98505 Phone: 360-867-6193 Fax: 360-867-5343 Email: careerdevelopment@evergreen.edu Website: http://evergree.edu/</p>		Email	
51	<p>TheLadders.com 55 Water Street New York, NY 10041 Phone: 1-866-800-4640 Email: help@theladders.com Website: https://www.theladders.com/</p>		Website	
52	<p>TVJobs.com Mark Holloway P. O. Box 4116</p>			

	Oceanside, CA 92052 Phone: 760-754-8177 Fax: 760-754-2115 Email: jobs@tvjobs.com Website: www.tvjobs.com		Website	
53	University of Idaho Career Services Idaho Commons Room 334 875 Perimeter Dr. MS2534 Moscow, ID 83844-2534 Phone: 208-885-6121 Fax: 208-885-2816 Email: careerservices@uidaho.edu Website: https://www.uidaho.edu/career-services Job Board: https://uidaho.joinhandshake.com		Handshake	
54	University of Idaho School of Journalism and Mass Media Diane McGarry 875 Perimeter Drive MS 3178 Moscow, ID 83844-3178 Phone: 208-885-6458 Fax: 208-885-6450 Email: dmcgarry@uidaho.edu Website: http://www.uidaho.edu/class/jamm		Email	
55	University of Montana School of Journalism Denise Dowling 32 Campus Dr., Don Anderson Hall Missoula, MT 59812 Phone: 406-243-4001 Email: denise.dowling@mso.umt.edu Website: www.jour.umt.edu		Email and Handshake	
56	University of Oregon Career Center Employment Services Specialist 1200 University of Oregon Eugene, OR 97403-1200 Phone: 541-346-3214 Fax: 541-346-6038 Email: jobs@uoregon.edu Website: https://career.uoregon.edu/employers		Website	
57	University of Washington Office of Minority Affairs Ruth Shigemi Box 355845 Seattle, WA 98195-5845 Phone: 206-221-2842 Fax: 206-543-2746 Email: rshigemi@u.washington.edu Website: www.uw.edu		Email	
58	Walla Walla Community College Career & Employment Services Center 500 Tausick Way Walla Walla, WA 99362 Phone: 509-527-4262 Fax: 509-524-4795 Website: http://www.wvcc.edu/		Website	
59	Washington State Association of Broadcasters Char Myers 724 Columbia Street NW, Suite 310			

	Olympia, WA 98501 Phone: 360-705-0774 Fax: 360-705-0873 Email: wsabjobbank@comcast.net Website: www.wsab.org		Email	
60	Washington State Commission on Hispanic Affairs P. O. Box 40924 Olympia, WA 98504 Phone: 360-725-5661 Email: hispanic@cha.wa.gov Website: http://cha.wa.gov/		Email	
61	Washington State University Murrow College of Communication Lisa Laughter P. O. Box 642530 Pullman, WA 99164-2530 Phone: 509-335-7333 Fax: 509-335-3739 Email: laughterl@wsu.edu Website: www.wsu.edu		Email and Handshake	
62	Washington State University Tri Cities Campus Julie Nelson 2170 University Drive Richland, WA 99352 Phone: 509-372-7201 Email: janelson@tricity.wsu.edu Website: www.hrs.wsu.edu		Email	
63	Western Washington University Career Services Center Jenny Spurgin, Employer Outreach Manager 516 High Street Bellingham, WA 98225-9002 Phone: 360-650-3240 Fax: 360-350-3293 Email: careers@wwu.edu Website: http://www.wwu.edu		Email	
64	Whitman College Career Center Margaret Ely 280 Boyer Avenue Walla Walla, WA 99362 Phone: 509-527-5183 Fax: 509-527-5934 Email: jobs_internships@whitman.edu Website: www.whitman.edu		Email and Handshake	
65	Worksource of Yakima Carol Cauthron 306 Division Street Yakima, WA 98902 Phone: 509-574-0163 Email: ccauthron@esd.wa.gov Website: www.WorkSourceWA.com		Website	
66	Worksource of Columbia Basin 815 N. Kellogg Street, Suite B Kennewick, WA 99336-8007 Phone: 509-734-5947		Website	

	Website: www.WorkSourceWa.com			
67	Yakama Indian Nation Tess French Box 151 Toppenish, WA 98948 Phone: 509-865-5121 Fax: 509-865-6719 Email: tessf@yakama.com Website: www.yakamanation.org		Email	
68 Added 10/4/2017 per email	Central Washington University Terri Reddout Communications Studies, Central NewsWatch 400 E. University Way Ellensburg, WA 98926 Phone: 509-963-1921 Email: terri.reddout@cwu.edu Website: www.cwu.edu		Email	

OTHER REFERRAL SOURCES

10/1/2017 – 9/30/2018

Number	Contact Information	Did source request notification	Notify via:	# of interviewees referred by source
1	Facebook 1 Hacker Way Menlo Park, CA 94025 650-308-7300 Facebook.com		Self posted	1
2	Linkedin 2029 Stierlin C. Mountain View, CA 94043 650-687-3600 Linkedin.com		Self posted	
3	Direct Recruit			2
4	TV Newscheck https://www.mediajobscenter.com/app/e/login		Website	
5	Rick Gevers.com http://www.rickgevers.com/contact-us/		Emailed	2
6	NABJ https://www.nabjcareers.org/login		Website	
7	NAHJ https://www.nahjcareercenter.com/recruiters		Website	



**EEO Outreach Initiatives
October 1, 2017 – September 30, 2018**

Participated in general outreach efforts by such means as Job Banks or Internet programs such as those described in the model program developed by NASBA.

Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

December 6, 2017: Master Control Supervisor. Participate in an advisory council for Tri Tech Skills Center that suggests and oversees course work/curriculum vitae for video production students.

On February 26 2018 Desert Hills 8th Grade Student Science Project relating to Engineering did a job Shadow at KVEW TV with the Engineering Department.

On March 1, 2018, Wendy Peter, Human Resources Manager, attended the FUSE Career Fair.

On May 8, 2018, 3 students from Delta High School Job Shadowed the news room. They were shown editing techniques and they worked on writing.

On June 21, 2018, News Reporter participated in a Communications Seminar at WSU Tri Cities. Was part of a panel for 20-30 middle school students interested in careers in Communications.

On August 29, 2018, News Director sat in on a broadcast news class at WSU Pullman. Told students about opportunities at KAPP/KVEW and answered students questions related to entry-level TV news positions.

**September 10, 2018 all employees and Department Heads attended a Preventing Harassment and Discrimination training held at KVEW. KAPP employees participated via conference call.



EEO Outreach Initiatives - Trainings
October 1, 2017 – September 30, 2018

Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. Training included:

November 15, 2017: Sales Department - Training on Cable TV Audience with Rob Russo of RNR Media Consulting

January 24, 2018; Program Assistant - Titan TV Comscore Training

January 24, 2018; Sales Department – Miller Kaplan Training on where on how to pull reports and what kind of information is available.

February 8, 2018: General Sales Manager & Digital Sales Manager – HR training. HR Processes and employment law for supervisors.

February 2-28, March: Master Control Supervisor – Complete 21 modules of training for Wide Orbit.

March 2 -3, 2018: Evening Weather Anchor was in Hunstville, Alabama for advanced training on our Baron's Weather System.

March 27-29: KVEW Sales Assistant/Receptionist – Was at KXLY TV to learn the various steps of inputting traffic for KAPP/KVEW. Performed those steps on a separate computer at KXLY.

April 5, 2018: Office Manager, National Sales Manager, General Sales Manager, Master Control Supervisor – Attended the WSAB Political Advertising Webinar

May 1, 2018: VP/Gen Manager, National Sales Manager, General Sales Manager – Miller Kaplan reports and account executive correction.

May 31, 2018: Sales Assistant – Miller Kaplan Xray training

June 8, 2018: Account Executive – On line TV Sales training thru NAB

**September 10, 2018 all employees and Department Heads attended a Preventing Harassment and Discrimination training held at KVEW. KAPP employees participated via conference call.

September 12-15, 2018 – VP/Gen Manager and General Sales Manager attended NAB SMTE Training in Nashville to work and train with our industry leaders.

September 27-29, 2018 – News Director attended Excellence in Journalism