



**ANNUAL PUBLIC FILE REPORT
COVERING THE PERIOD: 9/22/2008 – 9/21/2009¹**

STATION(S): KEPR TV, KIMA TV, KUNW-CA²

The purpose of this EEO Public File Report is to comply with Section 73.2080(e)(6) of the FCC'S 2002 EEO Rule. This EEO Public File Report is on behalf of the employment unit consisting of KEPR-TV, KIMA-TV, KUNW-CA, KVVK-CA, and KORX-CA.

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 Station 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 73.2080c(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 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 73.2080c(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.

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Section I: Vacancy Information

	Full-time Vacancies Filled	Date Opened	Date Filled	Recruitment Source of Hire	Interviews Completed	Recruitment Sources Utilized
1	Chief Engineer - KEPR	7/10/2008	10/30/2008	www.fsci.com	2	1-47, 49
2	Anchor/Reporter - KIMA	8/1/2008	10/27/2008	TVJobs.com	6	1-26, 28-35, 37-47, 49
3	Anchor/Reporter - KEPR	8/30/2008	4/20/2009	TVJobs.com	2	1-26, 28-35, 37-47, 49
4	Account Executive - KEPR	8/30/2008	9/14/2009	Northwest Employment	6	1-47, 49, 54
5	Sales Assistant - KIMA	9/1/2008	9/29/2008	KIMA Employee Referral	1	1-35, 38-49, 52
6	Account Executive - KIMA	9/2/2008	1/12/2009	Employee Referral	1	1-35, 37-49
7	Producer - KEPR	10/1/2008	10/23/2008	KEPR Employee Referral	1	1-26, 28-35, 37-47, 49-50
8	Sports Anchor/Reporter - KEPR	10/15/2008	2/2/2009	TVJobs.com	3	1-26, 28-35, 37-47, 49
9	Reporter - KIMA	11/1/2008	2/26/2009	TVJobs.com	3	1-26, 28-35, 37-47, 49
10	Account Executive - KUNW	1/31/2009	2/23/2009	KUNW Employee Referral	5	1-35, 37-47, 49, 57
11	General Manager - KIMA	3/23/2009	5/4/2009	TVJobs.com	3	8, 17, 18, 19, 37, 56
12	Assistant News Director/Anchor - KIMA	4/15/2009	6/8/2009	Agent Referral	3	1-26, 28-35, 37-47, 49, 51, 53
13	Reporter - KIMA	6/1/2009	6/29/2009	TVJobs.com	3	1-26, 28-35, 37-47, 49
14	Account Executive - KIMA	6/5/2009	8/3/2009	KIMA Employee Referral	7	1-35, 37-49, 52, 55
15	Reporter - KIMA	6/11/2009	7/13/2009	TVJobs.com	3	1-26, 28-35, 37-47, 49
16	AM Anchor/Producer - KEPR	6/11/2009	9/14/2009	www.keprtv.com	5	1-26, 28-35, 37-47, 49, 54
17	Producer - KIMA	6/15/2009	7/20/2009	TVJobs.com	8	1-26, 28-35, 37-47, 49

Total Number of persons interviewed during applicable period: **62**

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	Recruitment Source (Name, Address, Telephone, Contact Person)	Total Number of Interviews Referred	Did this source request vacancy information?
1	Chanel Malone cmmirrorimage2004@yahoo.com		YES
2	California Chicano News Media Association USC School of Journalism 3800 S. Figueroa St. Los Angeles CA 90037-1206 213.743.4960 213.743.4989 ccnmainfo@ccnma.org		YES
3	Central Washington University Teresa Youngren 400 E. University Way Ellensburg WA 98926 509.963.1921 career@cwu.edu		NO
4	Cherry Creek Radio Lisa Rodriguez 501 S. Cherry Street Denver, CO 80246 303.468.6500 larodriguez@cherrycreekradio.com		NO
5	Eastern Washington University Pam Bumpas - Dept. of Electronic Media and Film 104 RTV Building Cheney WA 99004 pbumpas@mail.ewu.edu		NO
6	Edmonds Community College 20000 68 th Avenue W Lynnwood, WA 98036 425.640.1459 careeractioncenter@edcc.edu		NO

7	Evergreen Community College Wendy Freeman 2700 Evergreen Parkway NW Olympia, WA 98505 360.567.6596 freemanw@evergreen.edu		NO
8	Fisher Website (www.FSCI.com)	3	NO
9	Grays Harbor College Patricia Foshaug 1620 Edward P Smith Drive Aberdeen, WA 98520 360.539.9020 pfoshaug@ghc.edu		NO
10	Green River Community College Karen Brasch 12401 SE 320 th Street Auburn, WA 98092 253.833.9111 kfrasch@greenriver.edu		NO
11	Heritage University 3240 Fort Road Toppenish, WA 98948 888.272.6190 sanchez_i@heritage.edu		NO
12	International Women's Media Foundation Kimberly Robinson 1625 K Street NW, Ste. 1275 Washington DC 20006 202.496.1992 krobinson@iwmf.org		NO
13	KATU TV Janet Maxson 2153 N.E. Sandy Blvd. Portland OR 97232 503.231.4222 jmaxson@katu.com		NO

14	KCBY Sara Halka 3451 Broadway North Bend, OR 97459 541.269.1111 shalka@kcby.com		NO
15	KEPR TV Cris Headley 2807 W. Lewis St. Pasco WA 99301 509.547.0547 cheadley@keprtv.com		NO
16	KIDK TV Leslee Hammer 1255 East 17th St. Idaho Falls ID 83404 208.522.5100 lesleeh@kidk.com		NO
17	KIMA - Reception 2801 Terrace Heights Drive Yakima, WA 98901 509.575.0029 509.248.1218		NO
18	KIMA TV Jamie Meek 2801 Terrace Heights Dr. Yakima WA 98901 509.575.0029 509.248.1218 jmeek@kimatv.com INTERNAL POSTING		NO
19	KEPR/KIMA/KLEW Websites www.keprtv.com www.kimatv.com www.klewtv.com	3	NO

20	KLEW TV Ann Fickenwirth 2626 17th St. Lewiston ID 83501 208.746.2636 ann@klewTV.com		NO
21	KOMO TV Anita Bozanich 100-4th Avenue N. Seattle WA 98109 206.404.4000 ABozabich@FSCI.com		NO
22	KOMO/KUNS Kira Knight 100-4th Avenue N. Seattle WA 98109 206.404.4000 kknight@komotv.com		NO
23	National Association of Black Journalists 8701-A Adelphi Road Adelphi, MD 20783 301.445.7100 nabj@nabj.org		NO
24	National Association of Hispanic Journalists Virginia Galindo 100 National Press Building Washington DC 20045-2100 888.346.6245 202.662.7144 jobbank@nahj.org		NO
25	National Hispanic Media Coalition Acasia Flores 55 S, Grand Avenue Pasadena, CA 91105 626.792.6462 info@nhmc.org		NO

26	National Lesbian and Gay Journalists 1420 K Street, Ste. 910 Washington DC 20005 202.588.1818 info@nlgja.org		NO
27	Northwest Employment Listings Tina Hathaway 522 N Colorado St, Ste 208 Kennewick, WA 99336 509.374.3000 nwels@earthlink.net	1	NO
28	Pierce College - Ft. Steilacom Maritza Baida-Medina 9401 Farwest Dr SW Lakewood, WA 98498 253.964.6610 mbaida@pierce.ctc.edu		NO
29	Seattle Central Community College Kavitha James 1701 Broadway Seattle, WA 98122 206.587.3800 womensprograms@sccd.ctc.edu		NO
30	Seattle Indian Center Victine Joyner 611 12 th Ave S, Ste 300 Seattle, WA 98144 206.329.8700 sic_employment@quest.net		NO
31	Seattle University James Vive 901 12 th Avenue Seattle, WA 98122 206.296.6000 vestj@seattleu.edu		NO

32	Seattle University Sommer Harrison 901 12 th Avenue Seattle, WA 98122 206.296.6000 harrison@seattleu.edu		NO
33	Seattle University - Communications Jeffrey Philpot 901 12th Avenue Seattle WA 98122-1090 206.296.6000 jphilpot@seattleu.edu		NO
34	Station Bulletin Board – KEPR 2807 W. Lewis Street Pasco, WA 99301 509.547.0547 theadley@keprtv.com	1	NO
35	Station Bulletin Board - KLEW 2626 17 th Street Lewiston, ID 83501 208.746.2636 ann@klewTV.com		NO
36	Tri-City Herald Republic P.O. Box 2608 Tri-Cities WA 99302 509.582.1500		NO
37	tvjobs.com Mark Holloway P.O. Box 4116 Oceanside CA 92052 760.754.8177 admin@tvjobs.com	32	NO

38	UW Business School Carrie Rees 110 Mackenzie Hall Box 353200 Seattle, WA 98195 206.685.2410 bcc@u.washington.edu		NO
39	Washington State University Glenn Johnson WSU School of Communications Pullman WA 99164-2520 galjohns@wsu.edu		NO
40	Wenatchee Valley College Victor Rodriguez 1300 Fifth Street Wenatchee, WA 98801 509.682.6800 vrodriguez@wvc.edu		NO
41	Western Washington Indian Employment Daniel Greco 3701 6 th Avenue #4 Tacoma, WA 98406 253.879.9066 wwietp@msn.com		NO
42	Western Washington University Ann Reynolds 516 High Street Bellingham, WA 98225 360.650.3000 ann.reynolds@wwu.edu		NO
43	Work Source - Walla Walla Lisa Whited PO Drawer H Walla Walla, WA 99362 509.527.4393 jhewitt@esd.wa.gov	4	NO

44	WSAB Sandie Maki 724 Columbia Street NW Ste 310 Olympia, WA 98501 360.705.0774 sandiewsab@earthlink.net		NO
45	Yakama Indian Nation Tess French tessf@yakama.com		NO
46	Yakima Valley Community College 1000 S. 12 th Avenue Yakima, WA 98902 509.574.4600 vvaldez@yvcu.edu		NO
47	Yakima Valley Opportunities Industrialization Deidre hbeauchamp@yvoic.org		NO
48	Yakima Herald Republic 114 N. 4 th Yakima, WA 98901 509.248.1251	1	NO
49	www.craigslist.com	2	NO
50	KEPR Employee Referral	1	NO
51	Agent Referral – Agent Unknown	1	NO
52	KIMA Employee Referral	4	NO
53	www.medialine.com Mark Shilstone mark@medialine.com	1	NO
54	Not Specific or Unknown – i.e. “friend”, “website”, etc.	4	NO
55	On-Air KIMA TV	3	NO
56	TV Newsday Steve Stoltz steve.stoltz@tvnewsday.com		NO
57	KUNW Employee Referral	1	NO

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Section III: Narrative Description of Initiatives undertaken during the year. (Include dates of job-fairs, names of station employees who attended, short description of activities that occurred, etc.)

- '08-'09** **Participation in the Fisher Broadcasting Minority Scholarship Program.**
Fisher Broadcasting has sought to attract minority students into careers in broadcasting with annual scholarships. The scholarships have included training programs in technical areas and on-air. Applicants must be enrolled in a broadcasting, marketing, or journalism curriculum and must be of a non-white origin. Interested candidates can contact KEPR/KIMA/KUNW for an application. Bob Berry served on the review committee which awarded money to scholarship winners. Scholarship program information is made available on the station websites and at various events attended by station personnel.
- '08-'09** **Yakima Valley Tech Video Production Advisory Board**
Participating Employees: Reed Hansen, Production Manager (KIMA)
Attended Video Production Advisory Board meetings. The Advisory Board reviews curricula for high school/college media and communications courses (e.g. video production classes, etc.), to ensure that the curricula appropriately addresses the skills required for practical application in the "real world" broadcast industry. The Board also makes recommendations for new studios at YV-Tech, and works with students on resumes and searching for career schools.
- 09/28 – 10/05/2008** **Central Washington State Fair – KUNW**
Participating Employees: Bob Berry, General Sales Manager (KUNW); Martin Ortiz, Account Executive (KUNW)
At the station's media booth, personnel discussed Spanish speaking internship and career opportunities within broadcasting.
- 10/14/2008** **Station Tour – KEPR**
Participating employees: David Praga, Station Manager (KEPR)
Teen members from the Boys & Girls Club toured our facility and observed several applications of our broadcast business. They also had an opportunity to talk with station employees about careers in television broadcasting.
- 01/2009** **Extended Job Shadow – KIMA/KUNW**
Participating Employees: Reed Hansen, Production Manager (KIMA); Bill McCann, Commercial Production/Photographer (KIMA)
KIMA-TV hosted a West Valley H.S. student interested in video production.
- 02/23-27/2009** **Extended Job Shadow – KIMA/KUNW**
Participating Employees: Reed Hansen, Production Manager (KIMA); Bill McCann, Commercial Production/Photographer (KIMA)
KIMA-TV hosted a student from Eisenhower H.S. interested media and video production.
- 02/25/2009** **Community Outreach Symposium**
Participating employees: David Praga, Station Manager (KEPR)

This event was organized by the Benton-Franklin Volunteer Center. We had an opportunity to speak to a group representing about two dozen organizations about the outreach we do in our communities including the different career opportunities we have to offer.

03/04/2009

Station Tour - KIMA

Participating Employees: Reed Hansen, Production Manager (KIMA); Bill McCann, Commercial Production/Photographer (KIMA)
Two parents and eight Cub Scouts toured the station and watched the 6pm newscast to learn more about the many careers in broadcasting & to earn their media merit badge.

03/10/2009

Yakima Chamber of Commerce Business Expo – KIMA/KUNW

Participating Employees: Luis Garcia, Account Executive (KUNW); Martin Ortiz, Account Executive (KUNW); Ryan Messer, Local Sales Manager (KIMA); Victoria Ives, Account Executive (KIMA)
Occupied booth space to discuss scholarship, internship, and career opportunities within the stations, including current openings within KIMA and KEPR.

03/11/2009

Station Tour - KIMA

Participating Employees: Reed Hansen, Bill McCann (KIMA)
Two adults and six Cub Scouts toured the station and watched the 6pm newscast to learn more about the many careers in broadcasting & to earn their media merit badge.

03/18/2009

AD Club – Keynote Speaker - KUNW

Participating Employees: Bob Berry, General Sales Manager (KUNW)
Gave keynote speech at ad club luncheon. Discussed all aspects of Spanish Language broadcasting including employment opportunities.

03/25/2009

Station Tour – KIMA/KUNW

Participating Employees: Reed Hansen, Production Manager (KIMA); Bill McCann, Commercial Production/Photographer (KIMA); Jon Snider, Creative Services/Commercial Production (KUNW); Martin Ortiz, Account Executive (KUNW)
KIMA-TV & KUNW-TV hosted 26 students from Heritage University who toured the station and watched a taping of a local news segment made for our Univision broadcast to learn about careers and internship opportunities in broadcasting.

03/31/2009

Station Tour - KIMA

Participating Employees: Reed Hansen, Production Manager (KIMA); Bill McCann, Commercial Production/Photographer (KIMA)
Nine kids from Catholic Family Services toured the station to learn more about the many different careers in the broadcasting field.

- 04/07/2009** **Yakima SW Rotary Club – Keynote Speaker - KUNW**
Participating Employees: Bob Berry, General Sales Manager (KUNW)
Gave keynote speech at Rotary luncheon. Discussed all aspects of Spanish Language broadcasting including employment opportunities.
- 04/21/2009** **Station Tour – KEPR**
Participating employees: Owen Mansfield, Creative Services Director (KEPR)
Students from the Tri-Tech Skills Center toured our facility and observed several applications of our broadcast business. They also had an opportunity to talk with station employees about careers in television broadcasting.
- 05/01/2009** **Tri Cities Hispanic Academic Achievers Program Gala - KUNW**
Participating Employees: Bob Berry, General Sales Manager (KUNW)
Discussed employment opportunities with attendees. More than 500 people attended.
- 05/11/2009** **Job Shadow**
Participating Employees: Reed Hansen, Production Manager (KIMA); Bill McCann, Commercial Production/Photographer (KIMA)
KIMA-TV hosted a student from West Valley H.S. who was interested in video production.
- 05/12/2009** **Station Tour – KEPR**
Participating employees: Keith Leventhal, Sports Director (KEPR)
Keith spent some time with recent college graduates who were considering getting into the television broadcast business. They toured our facilities followed by a question and answer session about different jobs in our industry.
- 05/13/2009** **Station Tour – KIMA/KUNW**
Participating Employees: Bob Berry, General Sales Manager (KUNW); Martin Ortiz, Account Executive (KUNW); Ivan Garcia, Anchor/Reporter (KUNW); Bill McCann, Commercial Production/Photographer (KIMA)
30+ students from a second year Spanish class at East Valley High School toured the station and watched a taping of KUNW Local News. They also had the opportunity to speak to station employees about scholarships, internship, and career opportunities with the stations and the broadcast industry.
- 05/22/2009** **Station Tour - KIMA**
Participating Employees: Bill McCann, Commercial Production/Photographer (KIMA)

2-3 adults and approx. 30 kids from Sunnyside Christian H.S. toured KIMA-TV and asked questions about the different careers available in the broadcasting field and internship opportunities.

05/31/2009

Business Consumer and Career Expo - KUNW

Participating Employees: Martin Ortiz, Account Executive (KUNW); Livy Osorio, Account Executive (KUNW)
Had booth space at event and discussed career opportunities in Spanish Language television.

06/02/2009

Tri-Cities Business Expo – KEPR/KIMA

Participating employees: David Praga, Station Manager (KEPR)
KEPR-TV was a sponsor of this event put on by the Tri-City Regional Chamber of Commerce. As part of our booth we offered information about job opportunities within our organization, including open positions within KEPR and KIMA.

06/06/2009

Fiesta de Salud - KUNW

Participating Employees: Martin Ortiz, Account Executive (KUNW); Bob Berry, General Sales Manager (KUNW)
Had booth space at event and discussed career opportunities in Spanish Language television.

07/01-08/31/2009

Internship – KIMA

Participating Employees: David Klugh, Asst. News Director/Anchor (KIMA); Robin Wojtanik, News Director (KEPR/KIMA); KIMA Reporters
The KIMA News Department hosted an intern from the University of Washington journalism student, completing classes at Central Washington University. She attended daily news meetings and shadowed various reporters to learn about the many positions within the newsroom and opportunities within the broadcast industry.

07/21/2009

Tri-Cities Hispanic Chamber of Commerce Mariachi Festival - KUNW

Participating Employees: Martin Ortiz, Account Executive (KUNW)
Had booth space at event and discussed career opportunities in Spanish Language television.