

**KING, KONG-TV**  
**EEO PUBLIC FILE REPORT**  
**September 21, 2022 - September 20, 2023**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Photojournalist, Evening - 012449	1-3, 5-9, 11, 13-14, 16-25, 27	20
Reporter-13083	1-3, 5-9, 11-14, 17-25, 27	20
Reporter-13083	1-3, 5-9, 11-14, 17-25, 27	20
Producer-13331	1-3, 5-9, 11-14, 17-25, 27	20
Producer-13331	1-3, 5-9, 11-14, 17-25, 27	20
Sales Coordinator - 13504	1-3, 5-9, 11, 13-15, 17-25, 27	20
Sales Coordinator - 13504	1-3, 5-9, 11, 13-15, 17-25, 27	20
IT Specialist - 13686	15	15
Broadcast Engineer - 13688	1-3, 5-9, 11, 13-14, 17-25, 27	20
Broadcast Engineer - 13868	1-3, 5-9, 11, 13-15, 17-25, 27	20
Marketing Strategist - 13913	1-3, 5-9, 11, 13-14, 17-25, 27	20
Digital Account Manager - 13914	1-11, 13-15, 17-27	15
Morning Reporter - 13931	1-3, 5-9, 11, 13-14, 17-25, 27	20
Photojournalist - 13942	1-3, 5-9, 11, 13-15, 17-25, 27	20
Account Executive - 14000	1-3, 5-9, 11, 13-15, 17-25, 27	20
Account Executivve - 14017	1-11, 13-15, 17-27	15
IT Specialist - 14052	1-11, 13-14, 17-27	20
IT Specialist - 14052	1-11, 13-14, 17-27	20
Digital Content Producer-14167	1-3, 5-9, 11, 13-15, 17-25, 27	15
Producer, Digital - Local Programming-14334	1-3, 5-9, 11-14, 17-25, 27	20
Account Executive-14568	1-3, 5-6, 8-9, 11, 13-15, 17-25, 27	20
Assignment Editor-14570	1-3, 5-6, 8-9, 11-15, 17-25, 27	12
Marketing Coordinator	1-3, 5-6, 8-9, 11, 13-15, 17-25, 27	20

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	(WSAB) Washington State Association of Broadcasters 724 Columbia St. NW Suite 310 Olympia, Washington 98501 Phone : 360-705-0774 Url : <a href="http://www.wsab.org">http://www.wsab.org</a> Email : <a href="mailto:kshipman@wsab.org">kshipman@wsab.org</a> Char Myers	N	0
2	(WSU) Washington State University P.O. Box 642520 Pullman, Washington 99164 Phone : 509-335-8835 Url : <a href="http://www.wsu.edu">http://www.wsu.edu</a> Email : <a href="mailto:mmarcelo@wsu.edu">mmarcelo@wsu.edu</a> Marvin Marcelo	N	0
3	Art Institute of Seattle 2323 Elliott Ave. Seattle, Washington 98121 Phone : 206-239-2295 Url : <a href="http://www.new.artinstitutes.edu/seattle">http://www.new.artinstitutes.edu/seattle</a> Email : <a href="mailto:rpasley@aia.edu">rpasley@aia.edu</a> Renee Pasley	N	0
4	Bellevue College 3000 Landerholm Circle SE B232 Bellevue, Washington 98007 Phone : 425-564-2190 Url : <a href="http://www.bellevuecollege.edu">http://www.bellevuecollege.edu</a> Fabienne Mouton Manual Posting	N	0
5	Career Builder 200 N. LaSalle St. Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Career Service Manual Posting	N	3
6	Clover Park Technical College 4500 Steilacoom Blvd SW Lakewood, Washington Email : <a href="mailto:clara.meyer@cptc.edu">clara.meyer@cptc.edu</a> Clara Meyer	N	0

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7	Collective Talent (Talent Only) 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
8	Department of Veterans Affairs 1660 S. Columbian Way Seattle, Washington 98108 Phone : 206-764-2135 Url : <a href="http://www.pugetsound.va.gov">http://www.pugetsound.va.gov</a> Email : <a href="mailto:vincent.rhyne@va.gov">vincent.rhyne@va.gov</a> Vincent Rhyne	N	0
9	Department of Vocational Rehabilitation 20311 52nd Avenue W Suite 200 Lynnwood, Washington 98036 Phone : 425-673-3180 Url : <a href="http://www.1.dshs.wa.gov/dvr/contactus/lynnwood">http://www.1.dshs.wa.gov/dvr/contactus/lynnwood</a> Email : <a href="mailto:dshsdvrlynnwood@dshs.wa.gov">dshsdvrlynnwood@dshs.wa.gov</a> Doug Burkhalter	N	0
10	Edmonds Community College 20000 68th Ave. W. Lynnwood, Washington 98036 Phone : 425-640-1970 Url : <a href="http://ww.edcc.edu">http://ww.edcc.edu</a> Angel Vogt Manual Posting	N	0
11	Fleet & Family Support Center 13910 45th Ave. NE Marysville, Washington 98271 Phone : 425-304-3719 Url : <a href="http://www.navylifepnw.com">http://www.navylifepnw.com</a> Email : <a href="mailto:viviana.trappe@navy.mil">viviana.trappe@navy.mil</a> Vivian Trappe	N	0
12	Indeed.com	N	4

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13	KING TV/KONG TV 333 Dexter Ave. N. Seattle, Washington 98109 Phone : 206-448-3931 Url : <a href="http://www.king5.com">http://www.king5.com</a> Stephanie Van Assche Manual Posting	N	0
14	Lake Washington Technical College 11605 132nd Ave NE Kirkland, Washington Email : <a href="mailto:mary.powers@lwtech.edu">mary.powers@lwtech.edu</a> Mary Powers	N	0
15	Linked In	N	17
16	Renton Technical College 3000 NE 4th St Renton, Washington Email : <a href="mailto:careerservices@rtc.edu">careerservices@rtc.edu</a> Bo Dong	N	0
17	Shoreline Community College 16101 Greenwood Ave. N. Shoreline, Washington 98133 Phone : 206-546-5882 Url : <a href="http://www.shoreline.edu">http://www.shoreline.edu</a> Email : <a href="mailto:workforce@shoreline.edu">workforce@shoreline.edu</a> Stephanie Tschanz	N	0
18	South Puget Sound Community College 2011 Mottman Rd SW Olympia, Washington Email : <a href="mailto:Smurrow@spscc.edu">Smurrow@spscc.edu</a> Sally Murrow	N	0
19	Tacoma Community College 6501 S 19th St Tacoma, Washington Phone : 253-566-5191 Email : <a href="mailto:nwilkerson@tacomacc.edu">nwilkerson@tacomacc.edu</a> Natalie Wilkerson	N	0

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20	TEGNA.com 7950 Jones Branch Drive McLean, Virginia Phone : 206-448-5555 Human Resources Broadcast Manual Posting	N	63
21	TV Jobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-450-7584 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:markch@tvjobs.com">markch@tvjobs.com</a> Mark Holloway	N	0
22	Urban League of Metropolitan Seattle 105 14th Ave. Seattle, Washington 98122 Phone : 206-461-3792 Url : <a href="http://www.urbanleague.org">http://www.urbanleague.org</a> Email : <a href="mailto:ltaylor@urbanleague.org">ltaylor@urbanleague.org</a> Linda Taylor	N	0
23	UW Tacoma 1900 Commerce St Tacoma, Washington Email : <a href="mailto:erichill@uw.edu">erichill@uw.edu</a> Eric Hildorfer	N	0
24	Washington Vocational Services 111 SE Everett Mall Way Bldg. C, Suite 100 Everett, Washington 98208 Phone : 425-774-3338 Url : <a href="http://www.wvs.org">http://www.wvs.org</a> Email : <a href="mailto:pfrisk@wvs.org">pfrisk@wvs.org</a> Peggy Frisk	N	0
25	Washington Vocational Services 22316 70th Ave. W. Suite D Mountlake Terrace, Washington 98043 Phone : 425-405-3401 Url : <a href="http://www.wvs.org">http://www.wvs.org</a> Email : <a href="mailto:jbruckshen@wvs.org">jbruckshen@wvs.org</a> Janet Bruckshen	N	0

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26	Worksource Seattle-King County 9600 College Way N. #1151 Seattle, Washington 98103 Phone : 206-293-4059 Url : <a href="http://www.worksourceskc.org">http://www.worksourceskc.org</a> Kitty Kitnikone Manual Posting	N	0
27	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>87</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	9/21/2022	Participation in events sponsored by organizations representing the community	A KING Bureau Chief hosted the Washington State Governor's Lifesaving Awards. The State's Industrial Safety and Health Advisory Board is committed to promoting safe and healthy work environments for the people of Washington by providing education and outreach training programs. During this event they discussed opportunities within the broadcast industry.	1	South Bureau Chief
2	9/23/2022	Participation in events sponsored by organizations representing the community	A KING anchor served as the emcee for Plymouth Housing's primary annual fundraiser. Plymouth Housing provides permanent housing and wrap-around services to adults who are moving from homelessness to housing. The event was attended by 800 guests and raised \$1.3 million. KING also hosted a table at the event. Opportunities within the broadcast industry were discussed.	4	Anchor HR Business Partner Journalists Assistant News Director
3	9/24/2022	Participation in events sponsored by organizations representing the community	A KING meteorologist participated in a three-hour beach and park clean up event with a local non-profit group. During this event they discussed their education and opportunities within the broadcast industry.	1	Meteorologist/Anchor
4	9/29/2022	Participation in events sponsored by organizations representing the community	KING's Facing Race Executive Producer was a featured speaker at a 2-half day virtual conference on equity and social justice. The event was designed to empower individuals and teams who want to advance health equity and support diversity and inclusion in behavioral health care. It provided attendees an opportunity to connect with others and join in a meaningful conversation about healing racial trauma, dismantling racism, combating systemic racism and social injustices through the lens of mental health and substance use issues. Education and pathways for opportunities within the broadcast industry were discussed.	1	Ex. Producer Facing Race

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5	9/30/2022	Participation in events sponsored by organizations representing the community	The KING Facing Race Executive Producer emceed the Women of Color Leadership Conference. The messaging was to encourage women of color to be authentic in all areas of life. The event was at the Harborview Health Institute. During this event opportunities within the broadcast industry were discussed.	1	Ex. Producer Facing Race
6	10/21/2022	Establishment of training programs for station personnel	KING5 University is an internal learning series open to all KING employees. October's topic was "After the News Breaks." Hosted by a KING Bureau Chief the discussion was focused on how to follow up on big breaking news stories in the days and months after the event.	20	Bureau Chief Brand Manager Director, Digital Head of Technology
7	10/26/2022	Hosting of Job Fair	KING employees met with journalism, sales, and marketing students at TEGNA Day at the University of Washington. They discussed TEGNA career opportunities, benefit offerings, and engaged students in meaningful discussions about career aspirations.	4	Ex. Producer Facing Race News Producer Director of Sales Director of Marketing
8	11/11/2022	Participation in events sponsored by organizations representing the community	A KING anchor served as the emcee a local community Veterans Day event in Gig Harbor. During the event they discussed opportunities within the broadcast industry.	1	Anchor
9	11/12/2022	Participation in events sponsored by organizations representing the community	A KING anchor served as emcee for ICHS's "Rooted" celebration. International Community Health services (ICHS) is a Seattle-based nonprofit focusing on healthcare and assisted living for senior citizens in the Chinatown-International District. Participants: Community members, Legacy House, ICHS. During this event opportunities within the broadcast industry were shared.	1	Anchor



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10	11/12/2022	Participation in events sponsored by organizations representing the community	A KING anchor hosted an annual fundraising event for Mary's Place. This organization supports Women with children who are homeless or in need of a safe place to stay. Many of the women come from domestic violence situations and have nowhere else to go. During this event education and opportunities within the broadcast industry were discussed.	1	Anchor
11	11/19/2022	Participation in events sponsored by organizations representing the community	KING hosted a table at the 19th Annual Toys for Kids Winter Gala. More than 500 guests helped raise \$700,000, which will be used to buy Christmas toys for more than 11,000 homeless and underserved kids in King County. During this event sales careers within the broadcast industry were discussed.	1	Account Executive
12	11/29/2022	Establishment of training programs for station personnel	KING5 University is an internal learning series open to all KING employees. November's topic was "Wearing your investigator's cap while working general assignment." Hosted by a KING Investigative Journalist the discussion was focused on thoroughly investigating stories for high impact journalism.	19	Investigative Journalist General Manager News Director Journalist
13	12/2/2022	Participation in events sponsored by organizations representing the community	KING employees emceed and judged the Great Figgy Pudding Caroling Competition at Pike Placer Market. The annual event raises money for the Pike Market Senior Center and Food Bank, which feeds seniors in need every single day of the year. During this event the emcees discussed opportunities within the broadcast industry.	3	Senior Reporter/Evening Reporter/Evening Photographer
14	12/9/2022	Establishment of training programs for station personnel	KING5 University is an internal learning series open to all KING employees. December's topic was "Digging into Documents and Organizational Reporting Tricks." Hosted by a KING Investigative Journalist the discussion was focused digital organization, building a source list, public records management, and digging into documents.	20	Investigative Journalist HR Business Partner Investigative Journalist News Director

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15	12/14/2022	Participation in events sponsored by organizations representing the community	Anchor emceed for Intuitive X's business development event at the Seattle Asian Art Museum. Participants included South Korean-based startup companies visiting Seattle, Port of Seattle Commissioner, startup members. During this event opportunities within the broadcast industry, particularly for Asian journalists, were discussed.	1	Anchor
16	12/16/2022	Establishment of training programs for station personnel	TEGNA launched the final Secure TEGNA quarterly training module for 2022, Spot the Phish. This interactive exercise demonstrated the subtle differences between legitimate online communications and scams. This training helped employees recognize risks and increase their understanding of the ever-changing threat landscape.	192	All Station Employees
17	1/12/2023	Participation in events or programs sponsored by educational institutions	A KING meteorologist spoke to the broadcast journalist students at Lake Washington High School. They talked about their career path and careers in journalism. They were interviewed for the school TV station and worked with some of the weather students about how to present a forecast.	1	Meteorologist/Anchor
18	1/17/2023	Provision of training to management	KING managers attended a 2-day leadership training in Sacramento, CA. This multi-day session offered training on topics that help leaders better understand their role and responsibilities and how to successfully lead in an ever-evolving world. This event was attended by managers from TEGNA stations exclusively.	4	IT Manager Sr. Digital Producer Ex. Producer Brand Manager
19	1/27/2023	Establishment of training programs for station personnel	Code of Ethics: Our Shared Purpose, an online course that focuses on section three of the TEGNA Ethics Policy, addressing fair dealings and open competition, must be taken. It outlined the risks that remote work and online communications with competitors can present and offered guidance on how to navigate complex situations.	192	All Station Employees

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20	1/29/2023	Participation in events sponsored by organizations representing the community	KING5 anchor served as emcee for the Seattle Symphony's 15th Annual Celebrate Asia concert. Celebrate Asia shines a spotlight on Seattle's vibrant Asian communities and its superstar classical artists in one-of-a-kind programs that celebrate Asian heritage in the arts. During this event opportunities within the broadcast industry were discussed.	1	Anchor
21	2/7/2023	Participation in events sponsored by organizations representing the community	KING5 Reporter hosted and emceed the American Red Cross annual Heroes Breakfast. This was a fundraising breakfast to celebrate local heroes for their good deeds and recognize the work of the American Red Cross in the community. During this event they discussed opportunities within the broadcast industry.	1	Journalist/Reporter
22	2/10/2023	Participation in events sponsored by organizations representing the community	The Mayday Foundation is an Olympia based non-profit organization that provides funding for families with a cancer patient who need housing/food support while their loved ones get treatment. KING's South Sound Bureau Chief emceed a fundraising pickleball tournament. Education and opportunities within the broadcast industry were discussed.	1	South Bureau Chief
23	2/16/2023	Establishment of training programs for station personnel	KING5 University is an internal learning series open to all KING employees. December's topic was "KING5 and Comscore." Hosted by KING's Research Director the discussion was focused KING's switch from Nielson to Comscore for data analytics and measurement.	25	Director of Research and Programming Director of Sales Director of Marketing Executive Producer
24	2/23/2023	Participation in events or programs sponsored by educational institutions	Director of Photojournalism spoke to students at the University of Washington. COMM 460 Visual Storytelling is a specialty reporting lab with 14 students. The undergrads are learning about why visual storytelling matters and if done well, how powerfully it can be used in journalism, marketing, and PR to engage, inform, and inspire audiences.	1	Director of Photojournalism

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25	2/25/2023	Participation in events sponsored by organizations representing the community	KING5 anchors served as emcees for the Special Olympics Washington's Polar Plunge event in West Seattle. This is one of Special Olympics Washington's largest fundraisers with more than 500 participants taking the plunge into Puget Sound, all to support Special Olympics athletes across the state. During this event, discussed opportunities within the broadcast industry.	2	Anchor Anchor/Reporter
26	3/3/2023	Participation in events sponsored by organizations representing the community	KING 5 anchor served as emcee for the Lakewood Multicultural Coalition's annual Community Service Awards event. The LMCC's mission is to provide a voice to all people and communities through celebration, empowerment and Inclusion. Opportunities for diverse candidates within the broadcast industry were shared.	1	Anchor
27	3/4/2023	Participation in events sponsored by organizations representing the community	A KING5 anchor and journalist participated on a panel of women in media at the 5th Annual Edmonds International Women's Day event. Diversity and opportunities within the broadcast industry were discussed.	2	Anchor Anchor/MSJ
28	3/11/2023	Participation in events sponsored by organizations representing the community	KING5 anchor served as emcee for the American Parkinson Disease Association, Northwest Chapter's 21st annual gala and auction fundraiser. During this event they discussed opportunities within the broadcast industry.	1	Anchor
29	3/13/2023	Establishment of training programs for station personnel	KING5 University is an internal learning series open to all KING employees. October's topic was "Public Records 101 and Census Data." Hosted by a KING Race and Equity Reporter the discussion was focused on learnings from the Investigative Reporters and Editor's conference, specifically accessing and utilizing public records and census data.	15	Journalist/Reporter Assistant News Director Executive Producer General Manager

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30	3/16/2023	Participation in events sponsored by organizations representing the community	KING5 anchor moderated a speaker's panel on corporate citizenship and supporting the community for the Bellevue Chamber of Commerce. The Bellevue Chamber is the relationship, policy, and business development hub for organizations throughout the Puget Sound region. During this event they discussed opportunities within the broadcast industry.	1	Anchor
31	3/24/2023	Establishment of training programs for station personnel	This was the first Secure TEGNA quarterly training module for 2023, Find the Phish. Like many of our past trainings, this interactive exercise offered an opportunity to sharpen cyber skills and reminded employees of the common methods criminals use to access confidential information.	192	All Station Employees
32	4/13/2023	Participation in events sponsored by organizations representing the community	KING5 anchor served as emcee and other employees attended the Special Olympics Washington Champions for Inclusion luncheon. The Champions for Inclusion Luncheon brings together hundreds of community leaders, corporate executives, Special Olympics families, and supporters for sharing and celebrating of the inclusion movement. During this event they discussed opportunities within the broadcast industry.	4	Anchor Director of Marketing HR Business Partner Producer
33	5/4/2023	Participation in events sponsored by organizations representing the community	KING5 Show Host emceed the annual Changing Minds Luncheon hosted by MultiCare Behavioral Health Foundation. The theme includes leaders, patients and subject matter experts talking about our critical treatment services and housing programs. The MultiCare Behavioral Health Foundation partners with our communities for healing and recovery through philanthropy. During this event they discussed opportunities within the broadcast industry.	1	Host

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34	5/16/2023	Participation in events or programs sponsored by educational institutions	KING Meteorologist spoke with preschoolers at the Goddard School in Federal Way about weather and the environment. Also shared his personal experience and pathway into the broadcast industry.	1	Meteorologist
35	6/5/2023	Establishment of an intern program designed to assist members of the community	KING is participating in TEGNA Inc.'s Internship Program. TEGNA Inc. established this program to train and provide experience to college students interested in a career in broadcasting/producing. The Program affords each selected intern the opportunity to gain real-life experience in a newsroom environment, and an understanding of pathways into broadcast careers.	2	Multi Platform Producer / Intern Marketing / Intern
36	6/16/2023	Participation in events sponsored by organizations representing the community	KING5 Anchor served as emcee at a luncheon honoring the 2023 notable African Community Leaders who threw out the first pitch at the Mariners Game on the 17th of June at Safeco Field. During this event they discussed opportunities for diverse candidates within the broadcast industry.	1	Anchor/Reporter
37	6/16/2023	Participation in events sponsored by organizations representing the community	KING 5 partnered with the National Press Photographers Association (NPPA) to bring the Best of Photojournalism Awards Show and Workshop to Seattle. This weekend convention, hosted by KING 5 drew an estimated 200 professionals and students. The event provided opportunities for professional networking for broadcast photojournalists.	2	Director of Photojournalism Meteorologist

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38	6/17/2023	Participation in events sponsored by organizations representing the community	KING5 Reporter hosted the Asian Counseling and Referral Services Walk for Rice event. The Walk for Rice brings the communities together to raise funds for the ACRS Food Bank and meal programs and awareness about the need for culturally familiar nutritious foods for Asian, Pacific Islander and Native Hawaiian community members experiencing food scarcity. The 3-month fundraising campaign culminates with an in-person multicultural celebration in Seattle's Seward Park with fundraising teams, supporters and partners. Now in its 34rd year, Walk for Rice has raised almost \$1.5 million to help build food security for community members experiencing hunger. During this campaign opportunities within the broadcast industry were discussed.	1	Journalist/Reporter
39	6/22/2023	Participation in events sponsored by organizations representing the community	KING employees attended the two-day Investigative Reporters and Editors (IRE) annual conference for training, networking and recruiting purposes. IRE is a nonprofit dedicated to improving the quality of investigative reporting.	2	Reporter/MSJ Chief Investigative Reporter

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40	6/26/2023	Establishment of a mentoring program	KING is participating in TEGNA Inc.'s Producer-in Residence ("PIR") Program. TEGNA Inc. established this PIR Program to train and provide experience to college graduates interested in a career in broadcasting/producing. The PIR Program affords each selected PIR the opportunity to gain real-life experience as a Producer. Each PIR attends an initial one-week training boot camp followed by a two-year placement as a Producer in one of TEGNA's stations. After a nation-wide search, TEGNA Inc. selects the PIR's, completes their initial training and then assigns each PIR to one of 15 stations to a 2-Year contract as a full-time employee with full compensation and benefits. The 2-year position provides the PIR on-the-job training, education, experience and resources that will become invaluable in this industry. The PIR will receive regular feedback on performance, consistent corporate training and check in on progress. At the end of a successful two-year program the contract period ends, and the PIR has 2-years of on-the-job experience. While there is no guarantee of continued employment for the PIRs, at the end of the contract period the PIR may be offered an opportunity for retention and promotion to a Producer.	3	Producer In Residence Producer in Residence Producer in Residence
41	7/9/2023	Participation in events sponsored by organizations representing the community	KING employees attended the five-day annual National Association of Hispanic Journalists conference for educational, networking and recruiting purposes. For 40 years the NAHA has been at the forefront of supporting Hispanic Journalists.	2	Anchor Anchor
42	7/14/2023	Establishment of training programs for station personnel	Reporting Security Incidents training for all station personnel. This new training course helped employees identify and isolate a breach if it occurs and reminded employees to immediately report any incident to a leader.	192	All Station Employees



# KING, KONG-TV

## EEO PUBLIC FILE REPORT

September 21, 2022 - September 20, 2023

### 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>
43	7/19/2023	Participation in events sponsored by organizations representing the community	KING employees attended the five-day annual Asian American Journalists Association conference for educational, networking and recruiting purposes. Since its founding in 1981, AAJA has been at the forefront of change in the journalism industry, working towards the visibility and inclusion of AAPI journalists in newsroom leadership, and towards equitable and accurate coverage of Asian Americans and Pacific Islanders (A APIs) and AAPI issues.	2	Reporter/MSJ Reporter/MSJ
44	8/2/2023	Participation in events sponsored by organizations representing the community	KING employees attended the four-day National Association of Black Journalists convention and career fair for educational, networking and recruiting purposes. The NABJ is the nation's largest organization for journalists of color, providing members with career development, educational opportunities, and other support worldwide.	3	Anchor Traffic Anchor MJS/Reporter
45	8/3/2023	Participation in events sponsored by organizations representing the community	KING5 show host served as emcee for the annual fundraiser for the Seafair Charitable Foundation. The Foundation's mission is to create memorable events that provide free and affordable entertainment to the Puget Sound Region. During this event they discussed their career path and opportunities within the broadcast industry.	1	Host
46	8/7/2023	Participation in events sponsored by organizations representing the community	KING5 anchor served as emcee for the Joshua P Williams Foundation annual golf tournament and auction. The mission of the Foundation is to support youth, family, and the community by providing financial support and scholarships to youth, supporting organizations that promote relationships and providing grants to develop facilities and athletic fields. During this event they discussed opportunities within the broadcast industry.	1	Anchor

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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>
47	9/7/2023	Participation in events sponsored by organizations representing the community	A KING employee attended the four-day annual Association of LGBTQ+ Journalists convention for purposes of education, networking and recruiting. The National Lesbian and Gay Journalists Association works within the news media to advance fair and accurate coverage of LGBTQ+ communities and issues to promote diverse and inclusive workplaces by holding the industry accountable and providing education, professional development and mentoring.	1	MSJ/Reporter
48	9/16/2023	Participation in events sponsored by organizations representing the community	KING5 Anchor served as emcee for the American Cancer Society's 15th annual Seattle Hope Gala. The mission of the American Cancer Society is to improve the lives of people with cancer and their families through advocacy, research, and patient support, to ensure everyone has an opportunity to prevent, detect, treat, and survive cancer. They took the opportunity to discuss opportunities within the broadcast industry.	1	Anchor