



**ANNUAL PUBLIC FILE REPORT
COVERING THE PERIOD: 9/22/2007 – 9/21/2008¹**

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

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 Fisher Broadcasting Washington Tv. L.L.C., d/b/a KEPR-TV/KIMA-TV/ KUNW-TV.

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 73.208c(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 "interviews" whether he or she was interviewed in person, over the telephone or by e-mail.

¹ Reporting period ends 9/21/2008 to allow sufficient time to finalize and post information in Public File and station website(s) by 10/1/2008. Any positions filled after 9/21/2008 will be included on the 2009 Annual Public File Report.

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Section I: Vacancy Information

	Full-time Vacancies Filled	Recruitment Source of Hiree	Total # of Interviewees for this Vacancy
1	Reporter – KIMA	Unknown	3
2	Anchor/Producer – KEPR	Employee Referral	3
3	Anchor/Producer – KEPR	TVJobs	4
4	Reporter – KIMA	TVJobs	3
5	Anchor/Reporter – KEPR	Unknown	2
6	Reporter – KIMA	TVJobs	3
7	Weather Anchor – KEPR	TVJobs	6
8	Morning Anchor/Producer – KEPR	TVJobs	3
9	Anchor/Asst. News Dir. – KIMA	Unknown	3
10	Weather Anchor/Reporter – KEPR	TVJobs	3
11	Sports Anchor/Reporter - KEPR	TVJobs	3
12	Anchor/Reporter – KUNW	TVJobs	1
13	Receptionist – KIMA	Yakima Herald	9
14	Accounting Assistant – KIMA	Yakima Herald – online	9
15	Account Executive – KUNW	Unknown	1
16	Account Executive – KIMA	Yakima Herald	2
17	Account Executive – KIMA	Yakima Herald	6
18	Account Executive – KEPR	Emp. Referral	2
19	Sales Assistant – KEPR	Emp. Referral	4
20	Receptionist – KEPR	Unknown	1

Total Number of persons interviewed during applicable period: **71**

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	Recruitment Source (Name, Address, Telephone, Contact Person)	Total Number of Interviews Referred	Vacancies for which this Source was Utilized
1	***Chanel Malone cmmirrorimage2004@yahoo.com		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19
2	***Seattle University James Vive vestj@seattleu.edu		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19
3	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		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12
4	Central Washington University Teresa Youngren 400 E. University Way Ellensburg WA 98926 509.963.1921 career@cwu.edu		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12
5	Cherry Creek Radio Lisa Rodriguez larodriguez@cherrycreekradio.com		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12
6	Eastern Washington University Pam Bumpas - Dept. of Electronic Media and Film 104 RTV Building Cheney WA 99004 pbumpas@mail.ewu.edu		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12

7	Edmonds Community College careeractioncenter@edcc.edu		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12
8	Evergreen Community College Wendy Freeman freemanw@evergreen.edu		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12
9	Fisher Radio N. 1212 Washington, Suite 307 Spokane WA 99201 509.343.9500		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12
10	Fisher Website (www.FSCI.com)		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20
11	Grays Harbor College Patricia Foshaug pfoshaug@ghc.edu		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12
12	Green River Community College Karen Brasch kfrasch@greenriver.edu		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12
13	Heritage University sanchez_i@heritage.edu		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19
14	International Women's Media Foundation Kimberly Robinson krobinson@iwmf.org		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12
15	KATU TV Janet Maxson 2153 N.E. Sandy Blvd. Portland OR 97232 503.231.4222 jmaxson@katu.com		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20

16	KCBY Sara Halka shalka@kcby.com		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20
17	KEPR TV Cris Headley 2807 W. Lewis St. Pasco WA 99301 509.547.0547 cheadley@keprtv.com		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20
18	KIDK TV Leslee Hammer 1255 East 17th St. Idaho Falls ID 83404 208.522.5100 lesleeh@kidk.com		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20
19	KIMA - Reception Linda Webb linda@kimatv.com		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20
20	KIMA TV Jamie Meek 2801 Terrace Heights Dr. Yakima WA 98901 509.575.0029 509.248.1218 jmeek@kimatv.com		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20
21	KEPR/KIMA/KLEW Websites www.keprtv.com www.kimatv.com www.klewtv.com		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20

22	KLEW TV Ann Fickenwirth 2626 17th St. Lewiston ID 83501 208.746.2636 ann@klewv.com		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20
23	KOMO TV Anita Bozabich 100-4th Avenue N. Seattle WA 98109 206.404.4000 ABozabich@FSCI.com		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20
24	KOMO/KUNS Kira Knight kknight@komotv.com		1, 4
25	KPIC Carrie Swesso swesso@kpictv.com		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20
26	National Association of Black Journalists Kristin Palmer kpalmer@nabj.org		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12
27	National Association of Hispanic Journalists Virginia Galindo 100 National Press Building Washington DC 20045-2100 888.346.6245 202.662.7144 jobbank@nahj.org		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12

28	National Hispanic Media Coalition Acasia Flores info@nhmc.org		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12
29	National Lesbian and Gay Journalists Brian Salkin salkin@nljja.org		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12
30	Northwest Employment Listings Tina Hathaway nwels@earthlink.net		13, 14, 15, 16, 17, 18, 19
31	Pierce College - Ft. Steilacom Maritza Baida-Medina mbaida@pierce.ctc.edu		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20
32	Seattle Central Community College Kavitha James womensprograms@sccd.ctc.edu		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20
33	Seattle Indian Center Victine Joyner sic_employment@quest.net		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20
34	Seattle University James Vive vestj@seattleu.edu		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20
35	Seattle University Sommer Harrison harrison@seattleu.edu		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20
36	Seattle University - Communications Jeffrey Philpot 901 12th Avenue Seattle WA 98122-1090 jphilpot@seattleu.edu		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12

37	Station Bulletin Board - KEPR cheadley@keprtv.com		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20
38	Station Bulletin Board - KIMA jmeeek@kimatv.com		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20
39	Station Bulletin Board - KLEW ann@klewstv.com		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20
40	Tri-City Herald Republic P.O. Box 2608 Tri-Cities WA 99302 509.582.1500	4	18, 19, 20
41	tvjob.com Mark Holloway P.O. Box 4116 Oceanside CA 92052 760.754.8177 admin@tvjobs.com	19	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12
42	UW Business School Carrie Rees bcc@u.washington.edu		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20
43	Washington State University Glenn Johnson WSU School of Communications Pullman WA 99164-2520 galjohns@wsu.edu	1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12
44	Wenatchee Valley College Victor Rodriguez vrodriguez@wvc.edu		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20

45	Western Washington Indian Employment Daniel Greco wwietp@msn.com		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20
46	Western Washington University Ann Reynolds ann.reynolds@wwu.edu		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20
47	Work Source - Walla Walla Lisa Whited jhewitt@esd.wa.gov		13, 14, 15, 16, 17, 18, 19
48	WSAB Sandie Maki sandiewsab@earthlink.net		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12
49	Yakama Indian Nation Tess French tessf@yakama.com		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20
50	Yakima Valley Community College vvaldez@yvcu.edu		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20
51	Yakima Valley Opportunities Industrialization Deidre hbeauchamp@yvoic.org		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20
52	Yakima Herald Republic	24	12, 13, 14, 15, 16, 17
53	KEPR Employee Referral	3	2, 18, 19
54	Unknown Recruitment Source	15	1, 3, 5, 7, 8, 9, 10, 11, 12, 15, 20
55	Cronkite School of Communication @ ASU	3	1, 6
56	KIMA Employee Referral	1	13
57	Selective Employment Yakima, WA 509.452.5875	1	14

***Indicates Sources requesting vacancy announcements.

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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.)

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.

'07-'08 YV-Tech Video Prod. Advisory Board

Participating Employees: Karla Griffin, Operations Manager (KIMA); Reed Hanson, Cr. Services Dir (KIMA)
Attended Video Production Advisory Board meetings members review curriculum for high school/college video production classes etc., make recommendations for new studios at YV-Tech, and work with students on resumes and searching for career schools.

10/2/07 CWU NAB (National Association of Broadcasters) Student Group

Participating Employees: Karla Griffin, Operations Manager (KIMA)
Karla went to Central to talk to a group of students (approx. 15) who are pursuing careers in television/film. Spoke informally to a group before the main meeting about job hunting, career skills etc. Then, gave presentation, plus Q&A session with main group for about 1 hour

10-11/07 Adventures In Broadcasting

Participating employees: David Praga, Station Manager (KEPR); Owen Mansfield, Cr. Services Dir. (KEPR)
KEPR-TV sponsored this program for the Boys & Girls Club and YMCA. This gave teens from these youth organizations a chance to observe, learn and then be part of "real world" broadcast operations. This program gave them a strong foundation of different job responsibilities.

11/14/07 Job Shadow

Participating employees: Owen Mansfield, Creative Services Director (KEPR)
KEPR-TV hosted Tri-Tech Skills Center students as they learned more about different job responsibilities within our production department. (Over the last year we have hired 3 pt people who have attended Tri-Tech.)

- 2/08 Extended Job Shadow**
Participating Employee: Karla Griffin, Operations Manager (KIMA); Reed Hanson, Cr. Services Dir (KIMA)
A participant in the Creative Employment Options (division of Provident Horizon Group) work program for disabled persons toured the station and shadowed employees in the production department for 2 weeks to see the many careers in broadcasting he could pursue.
- 2/6/08 Job Shadow**
Participating employees: Robin Wojtanik, News Director (KEPR); Molly Kelleher, Anchor/Reporter (KEPR)
KEPR-TV hosted a Pasco High School senior student who was considering majoring in journalism.
- 4/08 Washington State University**
Participating employees: Fred Fickenwirth, KLEW Station Manager
Fred represented KIMA/KEPR/KLEW to discuss job opportunities with graduating seniors.
- 4/08 Yakima Valley Community College**
Participating employees: Valerie Hurst, Anchor (KIMA); Nick Campfield, Photographer (KIMA)
Valerie and Nick spoke to students about careers in broadcasting. They took in camera equipment and demonstrated specifics aspects of the field.
- 4/6/08 Expo Latino**
Participating Employees: Bob Berry, Luis Garcia, Martin Ortiz, Livy Osorio, Dan Caballero
Had booth space at event – discussed career opportunities in Spanish Language television.
- 4/22/08 WorkSource Yakima Valley Job Fair**
Participating Employees: Reed Hanson, Cr. Services Dir. (KIMA); Ryan Messer, Local Sales Mgr. (KIMA);
Karla Griffin, Operations Manager (KIMA)
Employees represented KIMA/KEPR/KUNW, offering information on current openings, Job Shadows and internship opportunities for high school and college students, as well as information on station tours
- 5/1/08 Station Tour - KIMA**
Participating Employees: Bill McCann, Reed Hanson, Eric Tatro (KIMA)
Students from Washington Middle School, AVID Program (Advancement Via Individual Determination) toured the station and spoke to station employees about broadcasting careers.

- 5/31/08 Fiesta de Salud**
Participating Employee: Martin Ortiz (KUNW), Bob Berry (KUNW)
Had booth space at event – discussed career opportunities in Spanish Language television.
- 6/3/08 Tri-Cities Business Expo**
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. We had a booth where we offered information on job opportunities within our organization.
- 6/27/08 KIMA Station Tour**
Participating employees: Eric Tatro, Bill McCann, Reed Hanson (KIMA)
Approximately 50 students from the Granger Gear Up Program (a program designed to help middle school students begin considering career choices and focusing their future studies), toured the station and learned about the many careers in broadcasting.
- 7/22/08 KIMA Station Tour**
Participating employees: Bill McCann (KIMA)
12 students from the Casey Family (a summer program designed to help foster kids explore career options), toured the station and learned about the many careers in broadcasting.
- 8/24/08 Quinceañera & Boda Expo**
Participating Employee: Martin Ortiz (KUNW), Bob Berry (KUNW)
Had booth space at event – discussed career opportunities in Spanish Language television.