Annual EEO Public File Report

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment unit that is comprised of KNDO-TV (Yakima, WA) and KNDU-TV (Kennewick, WA) and is required to be placed in the public inspection files of the station and posted on their website, if they have a website.

The information contained in this Report covers the time period beginning October 1, 2018 to and including September 30, 2019 (the "Applicable Period").

The FCC’s 2002 Report 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 vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to section 73.2080(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 73.2080(2) of the FCC rules.

Appendices 1, 2 and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer and completed station paperwork. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.
### Annual EEO Public File Report Form
Covering the period: from 10/01/18 to 09/30/19

**Station:** KNDO-TV & KNDU-TV

**Section I: Vacancy Information**

<table>
<thead>
<tr>
<th>Full Time Positions Filled by Job Title</th>
<th>Recruitment Source of Hiree</th>
<th>Date Position Filled</th>
<th>Total # of Interviewees from all Sources for this position:</th>
<th>Recruitment Sources Notified for each position (from Section II Recruitment Source)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Multi-Media Journalist</td>
<td>TV Jobs</td>
<td>11/5/2018</td>
<td>7</td>
<td>1-26</td>
</tr>
<tr>
<td>2. Multi-Media Journalist</td>
<td>TV Jobs</td>
<td>12/12/2018</td>
<td>8</td>
<td>1-26</td>
</tr>
<tr>
<td>4. Account Executive</td>
<td>Web Site</td>
<td>2/11/2019</td>
<td>9</td>
<td>1-24,26,29</td>
</tr>
<tr>
<td>5. Account Executive</td>
<td>Web Site</td>
<td>2/11/2019</td>
<td>9</td>
<td>1-24,26,29</td>
</tr>
<tr>
<td>6. Account Executive</td>
<td>Web Site</td>
<td>2/21/2019</td>
<td>9</td>
<td>1-24,26,29</td>
</tr>
<tr>
<td>9. Sales Assistant</td>
<td>Website</td>
<td>4/8/2019</td>
<td>5</td>
<td>1-24,26,29</td>
</tr>
<tr>
<td>10. Reporter/MMJ</td>
<td>KHQ Intern</td>
<td>5/13/2019</td>
<td>16</td>
<td>1-26</td>
</tr>
<tr>
<td>11. Account Executive</td>
<td>Indeed</td>
<td>5/6/2019</td>
<td>5</td>
<td>1-24,26,29</td>
</tr>
<tr>
<td>13. Account Executive</td>
<td>Indeed</td>
<td>6/25/2019</td>
<td>7</td>
<td>1-24,26,29</td>
</tr>
<tr>
<td>15. Producer</td>
<td>WSU</td>
<td>8/19/2019</td>
<td>13</td>
<td>1-26, 28,30</td>
</tr>
</tbody>
</table>

**Total Number of Persons Interviewed During Applicable Period:** 138
## Section II: Recruitment Source Information

<table>
<thead>
<tr>
<th>Recruitment Source:</th>
<th>Contact Information:</th>
<th>Total Number of Interviewees this Source Has Provided During this Period (if any).</th>
<th>Full Time Positions For Which this Source Was Utilized</th>
</tr>
</thead>
</table>
| 1 Internal Posting/Employee Referral | Cameron Derrick  
3312 W Kennewick Ave, Kennewick WA 99336  
Email: cameron.derrick@kndu.com | 10 | 1 |
| 2 KNDO/U Website | Cameron Derrick  
3312 W Kennewick Ave, Kennewick WA 99336  
Email: cameron.derrick@kndu.com  
kndu.com  
kndo.com  
nbrightnow.com | 16 | 4 |
| 3 BeOnAir.com  
Ohio/Illinois Centers for Broadcasting | Janese Hardy  
9885 Rockside Road STE 160, Valley View, OH 44125  
(216) 242-4342  
jhardy@BeOnAir.com | 0 | 0 |
| 4 Big Bend Community College | Jody Bortz  
7662 Chanute St NE, Moses Lake, WA 98837  
(509) 793-2069  
jodyb@bigbend.edu | 0 | 0 |
| 5 Charter College | Marilyn Limcarreon  
5278 Outlet Drive, Pasco WA 99301  
(509) 546-3900  
marilyn.limcarreon@prospecteducation.com | 0 | 0 |
| 6 Columbia Basin College | Daphne Lightfoot  
2600 N. 20th Ave., Pasco, WA 99301  
(509) 542-4740  
dlightfoot@columbiabasin.edu | 0 | 0 |
| 7 Colville Confederated Tribes | Human Resources  
PO Box 150, Nespelem, WA 99155  
(509) 359-6385  
anthony.thomas.atc@colvilletribes.com | 0 | 0 |
| 8 Eastern Washington University  
Career Services | Career Services  
114 Showalter Hall, Cheney WA 99004-5990  
(509) 359-6385  
careers@ewu.edu | 0 | 0 |
| 9 Eastern Washington University  
Dept of Theatre & Film | Annie Hudson  
104 RTV Building, Cheney WA 99004  
(509) 359-6390  
ahudson5@ewu.edu | 0 | 0 |
| 10 Napoli Management Group | Mendes Napoli  
8844 W Olympic Blvd STE 100, Beverly Hills CA 90211  
(310) 385-8222  
nmq@tvtalent.com | 0 | 0 |
| 11 Spokane Falls Community College  
Student Employment Center | Gabby Ryan  
3410 W Ft George Wright Drive, Spokane WA 99224-5288  
(509) 533-3545  
careers@spokanefalls.edu | 0 | 0 |
| 12 Spokane Tribal Council | Jennifer Covington  
PO Box 206, Wellpinit, WA 99040  
(509) 458-6569  
hadmin@spokanetribe.com | 0 | 0 |
| 13 Tri-Tech Skills Center | Mike Greif  
5929 W. Metaline Ave., Kennewick, WA 99337  
(509) 222-5810  
mike.greif@ksd.org | 0 | 0 |
| 14 TV Jobs | Employment Svc  
P.O. Box 4116 Oceanside, CA 92052-4116  
(800) 374-0119  
admin@tvjobs.com | 21 | 3 |
| 15 Walla Walla University | Career Center  
204 S College Ave, College Place, WA 99324  
(509) 527-2664  
career@wallawalla.edu | 0 | 0 |
**Annual EEO Public File Report**  
Covering the period: from 10/01/18 to 09/30/19  
Station: KNDO TV & KNDU TV  

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<th>Full Time Positions For Which this Source Was Utilized</th>
</tr>
</thead>
<tbody>
<tr>
<td>Washington State Comm on Hispanic Affairs</td>
<td>Career Services 210 11th Ave STE 301A, Olympia WA 98504 (360) 725-5661 <a href="mailto:hispanic@cha.wa.gov">hispanic@cha.wa.gov</a></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Washington State University</td>
<td>Communication Dept P.O. Box 642520 Pullman, WA 99164-2520 (509) 335-3068 <a href="mailto:communication@wsu.edu">communication@wsu.edu</a></td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Yakima OIC</td>
<td>Kim Paulani Yakima OIC of Washington <a href="mailto:k.p@yvoic.org">k.p@yvoic.org</a></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Yakima Valley Community College</td>
<td>Caitlin Goodwill P.O. Box 22520, Yakima, WA 98907 (509) 574-6870 <a href="mailto:cgoodwil@yvc.edu">cgoodwil@yvc.edu</a></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Yakima Valley Technical Center</td>
<td>Ryan Broom 1116 S. 15th Ave., Yakima, WA 98902 (509) 573-5000 <a href="mailto:broom.yan@yakimaschools.org">broom.yan@yakimaschools.org</a></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Craigslist</td>
<td>Craig Newmark PO Box 225159, San Francisco CA 94122-5159 Phone: 415-566-9844 website: <a href="http://www.craigslist.org">www.craigslist.org</a></td>
<td>10</td>
<td>1</td>
</tr>
<tr>
<td>Gonzaga University</td>
<td>Gonzaga University -Katherine Brackmann(handshake.com 502 E Boone Ave, Spokane WA 99258 (509) 313-4237 <a href="mailto:brackmann@gonzaga.edu">brackmann@gonzaga.edu</a></td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Whitworth University</td>
<td>Whitworth University -Kimberly Ortiz(handshake.com) 300 W Hawthorne Rd, Spokane WA 99218 (509) 777-3272 <a href="mailto:kortiz@whitworth.edu">kortiz@whitworth.edu</a></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>North Idaho College</td>
<td>Career Center Services 1000 W Garden Ave, Coeur d'Alene ID 83814 (208) 769-3297 <a href="http://www.nic.edu/career/jobs">www.nic.edu/career/jobs</a></td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>WSAB (Wa State Assoc of Broadcasters)</td>
<td>Keith Shipman 724 Columbia St NW, Suite 310, Olympia, WA 98501 360-705-0774 Email: <a href="mailto:kshipman@wsab.org">kshipman@wsab.org</a> <a href="http://www.wsab.org/jobbank_employers.html">http://www.wsab.org/jobbank_employers.html</a></td>
<td>0</td>
<td>0</td>
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<tr>
<td>Worksource</td>
<td>Jeff Miller 130 S Arthur, Spokane WA 99202 <a href="http://www.worksourcewa.com">www.worksourcewa.com</a></td>
<td>7</td>
<td>0</td>
</tr>
<tr>
<td>YouTube</td>
<td>Youtube.com  San Bruno, CA <a href="https://www.youtube.com/resultssearch_query=mmj+reel">https://www.youtube.com/resultssearch_query=mmj+reel</a></td>
<td>47</td>
<td>3</td>
</tr>
<tr>
<td>Indeed.com</td>
<td><a href="https://employers.indeed.com/m">https://employers.indeed.com/m</a> 800-475-4361</td>
<td>20</td>
<td>2</td>
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<tr>
<td>Linkedin.com</td>
<td>Career Page <a href="https://www.linkedin.com/">https://www.linkedin.com/</a></td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>Central Washington University</td>
<td>Director - Vicki Sannuto 400 E University Way, Ellensburg WA 98926 <a href="http://www.cwu.edu/~seo/off_employer.html">www.cwu.edu/~seo/off_employer.html</a> (509) 963-1921 <a href="mailto:career@cwu.edu">career@cwu.edu</a></td>
<td>1</td>
<td>0</td>
</tr>
</tbody>
</table>

**Total interviews for all full time vacancies filled:** 138

**Note:** * Indicates sources that have requested notification of job openings.
### Section III: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KNDO TV and KNDU TV

#### Activity: Job Fair

**Description of the Activities:**

- **Job Fair**
  - Participated in the All Majors Career Fair: October 2018 at Gonzaga University. Station representatives discussed employment and internship possibilities at KHQ-TV, KNDO-TV, KNDU-TV and Montana Stations. Descriptions and applications were available for the job candidates. Managers were available to talk about job openings in the various markets and details on education needed for each job. Several internships were established from this career fair.

- **Job Fair**
  - Participated in the Science & Technology Career Fair: October 2018 at Eastern Washington University. Station representatives discussed employment and internship possibilities at KHQ-TV, KNDO-TV, KNDU-TV and Montana Stations. Descriptions and applications were available for the job candidates. Managers were available to talk about job openings in the various markets and details on education needed for each job.

- **Job Fair**
  - Participated in the Fuse Career Fair sponsored by four local Universities at the Spokane Convention Center. Eastern Washington University, Gonzaga University, Washington State University and Whitworth University hosted the event in February 2019. Station representatives discussed employment and internship possibilities at KHQ-TV, KNDO-TV, KNDU-TV and Montana stations. Job descriptions and applications were distributed. Managers were available to talk about job openings in the various markets and details on education needed for each job.

- **Job Fair**
  - Participated in the Internship and Job Fair at University of Montana - School of Journalism in March 2019. Station representatives met with students to discuss the job and internship opportunities available at KHQ-TV, KNDO-TV, KNDU-TV and Montana Stations.

- **Job Fair**
  - Participated in the Spokane Falls Community College Fair (SFCC) in May 2019. The event was sponsored by SFCC. Station representatives discussed employment and internship possibilities at KHQ-TV, KNDO-TV, KNDU-TV and Montana stations. Job descriptions and applications were distributed. Over thirty resumes were accepted. Job seekers were able to talk one on one about on jobs available and what our Company is all about.

- **Job Fair**
  - KHQ-TV and Worksource Spokane organized and hosted the 6th Annual Job fair on May 23, 2019 at the Spokane Convention Center. Station representatives discussed opportunities with KHQ-TV, KNDO-TV, KNDU-TV and Montana stations. Informational sheets outlining internship programs and job shadow positions as well as a list of current jobs at each individual station were made available. Representatives discussed the Company approach to hiring at smaller Stations/Markets and training and promoting to the larger market Stations. Talent and weather staff answered questions about their jobs and education requirements for their positions.

#### Internship Program

The station sponsors an internship program that provides opportunities for college students considering the industry to become familiar with television and broadcasting careers. The station sponsored 1 intern during the reporting year in the news department.

#### Mentoring Program

The Director of Training and Recruiting and the Director of Content and Marketing work with all content employees across the Companies including: KNDO TV and KNDU TV. They work with News Directors, Producers and Multi-Media Journalists for guidance on news story selection and time management, training through critiques, conference calls, personal training visits, and podcasts/training videos.

#### Tours

KNDU gave three station tours to various groups of students in which the broadcasting industry was explained including job opportunities and the requirements needed for the jobs.

#### Events Sponsored by Educational Institutions related to Career Opportunities in Broadcasting

KNDO/U participated in eight events - presentations in classrooms and one Tech Center about journalism and broadcast career opportunities and the related educational requirements.

#### Training

- **Training**
  - The Station Manager/GSM attended the NAB - Small Market Television Exchange three day conference in Austin, TX in September, 2019. He learned leadership, creative marketing ideas, management strategies and sales training strategies.

- **Training**
  - The Sales team receives ongoing training throughout the year from Washington State Association of Broadcasters through online training seminars. The seminar topics included web sales, digital sales, and political advertising.

- **Training**
  - The Sales team viewed three TVB webinars covering digital selling, digital trends and auto sales.

- **Training**
  - The Sales team receives online training and resources throughout the year from Center for Sales Strategies covering various topics to assist and develop sales staff.