



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.

The information contained in this Report covers the time period beginning October 1, 2024 to and including September 30, 2025 (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 they were interviewed in person, over the telephone or by e-mail.

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October 1, 2024 - September 30, 2025

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Main Anchor	23, 25-26, 37, 53-54	26
Producer	2, 4-5, 7-10, 13, 15-22, 24-25, 29-31, 34, 37-45, 47-52, 56-58, 61-69, 71-72, 74-75, 77-85, 87-88, 90-92, 94-96, 99	25
Multimedia Journalist/ Reporter Yakima Bureau KNDO	2, 4-5, 8-10, 13-21, 24-25, 29-31, 34, 37-45, 47-52, 56-59, 61-67, 69-72, 74-75, 77-85, 89-92, 94-96, 99	15
Digital Content Producer KNDU	1, 3, 14, 18, 21, 23-26, 32, 36-37, 53-54, 58, 60, 83-84, 95, 98	26
Content Manager KNDU	1, 14, 18, 21-26, 37, 53-54, 58, 60, 69, 83-84, 95, 97-98	26
Content Manager KNDU	1, 14, 18, 21-26, 37, 53-54, 58, 60, 69, 83-84, 95, 97-98	26
Weather Anchor	14, 18, 21-26, 37, 53-54, 58, 60, 69, 84, 95, 97-98, 100	22
Marketing Consultant	14, 18, 21, 23-25, 32, 37, 53-54, 58, 60, 69, 84, 86-87, 95, 97-99	25
Multimedia Journalist/Reporter	14, 18, 21, 23-25, 27, 37, 53-54, 58, 60, 69, 84, 86-87, 95, 97-99	37
Marketing Consultant	14, 18, 21, 23-25, 37, 46, 53-54, 58, 60, 69, 84, 86-87, 95, 97-99	25
Technical Media Producer	11, 14, 18, 21-25, 37, 53-54, 58, 60, 69, 84, 86-87, 95, 97-99	25
Sports Anchor/ Reporter	14, 18, 21, 23-26, 33, 37, 53-55, 58, 60, 69, 83-84, 86-87, 95, 98-99	25
Director	1, 14, 18, 21-25, 28, 37, 53-54, 58, 60, 69, 83-84, 86-87, 95, 97-99	25
Marketing Consultant Yakima	12, 14-15, 18, 21, 23-25, 37, 53-54, 58, 60, 69, 83-84, 86-88, 95, 97-99	37
Producer	2, 5-6, 12, 14-15, 18, 21-25, 35, 37, 42, 53-54, 57-58, 60, 69, 73, 76, 83-84, 86-89, 93, 95, 97-99	22

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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	American Indian Studies 1025 W. Indiana Ave Suite10 Spokane, Washington 99205 Phone : 509-535-0886 Url : https://aiccinc.org/contact Email : kwarren@ewu.edu Linda Lauch	N	0
2	Arizona State University 1151 S. Forest Ave Tempe, Arizona Boldie Jin Manual Posting	N	0
3	Bates Technical College 1101 Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7000 Url : https://www.batestech.edu College Recruiter Manual Posting	N	0
4	Biola University 13800 Biola Ave. La Mirada, California 90639 Cindy Rae Manual Posting	N	0
5	Boise State University 1910 University Dr. Boise, Idaho Frank Shane Manual Posting	N	0
6	Brigham Young University Idaho 525 S. Ctr. Rexburg, Idaho Hanna Montana Manual Posting	N	0
7	California State University Bakersfield 9001 Stockdale HWY Bakersfield, California 93311 Lenny Smith Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	California State University Chico 1 and normal Chico, California 95929 Samantha Walters Manual Posting	N	0
9	California State University San Bernadino 5500 University Pkwy. San Bernadino, California 92407 Laticia Lorenz Manual Posting	N	0
10	California State University- Dominguez Hills 1000 E. Victoria St. Carson , California 90747 Franklin frey Manual Posting	N	0
11	Career Fair	N	1
12	Carroll College 1601 N Benton Ave Helena, Montana 59625 Phone : 4064474300 Carrol Singer Manual Posting	N	0
13	Carroll College 1601 N. Benton Ave. Helena , Montana 59625 Sherri Hill Manual Posting	N	0
14	Central Washington University 400 E. University Way MS 7438 Ellensburg, Washington 98926 Phone : 509-963-1055 Url : https://cwu-csm.symplicity.com Vikki Sannuto Manual Posting	N	0
15	Chapman University 1 University Dr. Orange, California 92866 Carroll Singer Manual Posting	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Colorado State University 900 Oval Dr. Fort Collins, Colorado 80523 Loretta Drake Manual Posting	N	0
17	Columbia Basin College 2600 N. 20th Ave. Pasco , Washington 99301 Mark Greever Manual Posting	N	0
18	Columbia Basin College Handshake 2600 N. 20th Ave. #2487 Pasco, Washington 99301 Phone : 509-542-4487 Url : https://columbiabasin.edu Career Placement Manual Posting	N	0
19	Columbia College Chicago 7545 Wabash Ave Chicago , Illinois 60605 Renata Hinner Manual Posting	N	0
20	Concordia College Moorhead 901 8th St. S. Moorhead, Nevada 56562 Molly Allen Manual Posting	N	0
21	Eastern Washington University 926 Elm St. PUB 332 Cheney, Washington 99004 Phone : 509-359-6365 Url : https://app.joinhandshake.com/login Career Placement Manual Posting	N	1
22	Employee Referral	N	7

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Gonzaga University 502 E. Boone Ave. Spokane, Washington 99258 Phone : 509313-4344 Url : https://gonzaga-csm.symplicity.com Katherine Brackmann Manual Posting	N	0
24	Idaho State University 921 South 8th Avenue Pocatello, Idaho 83209 Phone : 208-282-4636 Url : https://app.joinhandshake.com/login Career Placement Manual Posting	N	0
25	Indeed 6433 Champion Way Bldg 1 Austin, Texas 78750 Phone : 800-475-4361 Url : https://employers.indeed.com Job Board Manual Posting	N	17
26	Internal Transfer/Promotion	N	9
27	Internship Program	N	1
28	Job Fair	N	1
29	Lewis and Clark College 615 S. Palatine Hill Rd. Portland , Oregon Jack Davey Manual Posting	N	0
30	Lewis- Clark State College 500 8th Ave, Lewiston, Idaho 83501 John Fritz Manual Posting	N	0
31	Loyola Marymount University 1 LMU Dr. Los Angeles, California 90045 Quinn Cary Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Martin Luther King Jr. Outreach Center 500 S. Stone Spokane, Washington 99202 Phone : 509-868-0856 Url : https://mlkspokane.org Email : fgandy@mlkspokane.org Martin Luther	N	0
33	Media Staffing Network 358 5th Ave #302 New York, New York 10001 Url : https://www.mediastaffing.com Staffing Recruiter Manual Posting	N	1
34	Michigan State University 220 Trowbridge Rd. East Lansing, Michigan Fiona Waters Manual Posting	N	0
35	Montana State University Bozeman 437 Culbertson Hall Bozeman, Montana Boz Mon Manual Posting	N	0
36	Napoli Management Group 700 N. San vicente Blvd Hollywood, California 90069 Phone : 310-385-8222 Url : https://tvtalent.com Email : nmg@tvtalent.com Medes Napoli	N	0
37	NonStop Local Website KHQ Inc- KNDO- KNDU- Cowles Montana Media- VISTA Cowles career page 1201 W. Sprague Ave Spokane, Washington 99201 Phone : 509-448-3245 Url : https://nonstoplocal.com/employment/ Jennifer Bruna Manual Posting	N	14

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	Northern Arizona University 1200 S. Beaver St. Flagstaff, Arizona 86011 Phone : 5095579255 Gierra Young Manual Posting	N	0
39	Northern Michigan University 1401 Presque Isle Ave Marquette , Michigan 49855 Shawn Rider Manual Posting	N	0
40	Northwestern University 633 Clark St. Evanston , Illinois 60208 Paula hardner Manual Posting	N	0
41	Oregon Institue of Technology 3201 Campus Dr. Klamath Falls, Oregon 97601 Neal Barring Manual Posting	N	0
42	Oregon State University 1500 SW Jefferson Ave Corvallis, Oregon Boze Mon Manual Posting	N	0
43	Pacific University 2043 College Way Forest Grove, Oregon 97116 Mike Reed Manual Posting	N	0
44	Pepperdine University 24255 PCH Malibu, California 90263 Sparky Paslasky Manual Posting	N	0
45	Portland State University PO Box 751 Portland , Oregon Henry Marner Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
46	Re-hire	N	1
47	Saint Mary's University of Minnesota 2500 Park Ave. Minneapolis, Minnesota Dulcy Powers Manual Posting	N	0
48	San Jose State University 1 Washington Sq. San Jose, California Kendrick Lamar Manual Posting	N	0
49	Santa Clara University 500 El Camino Real Santa Clara, California 95053 Sherry Robinson Manual Posting	N	0
50	Seattle Pacific University 3307 3rd Ave W. Seattle, Washington 98119 Mary Santiago Manual Posting	N	0
51	Seattle University 900 Broadway Seattle, Washington 98122 MArty Marveit Manual Posting	N	0
52	Southern Methodist University 6425 Boaz Ln. Dallas, Texas 75205 Jennifer Lawrence Manual Posting	N	0
53	Spokane Community College 1810 N. Greene St. Spokane, Washington 99217 Phone : 509-533-8855 Url : https://spokanecc-csm.symplicity.com/ Career Services Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
54	Spokane Falls Community College 3410 W. Fort George Wright Dr. Spokane, Washington 99224 Phone : 509-533-3540 Url : https://www.collegecentral.com/sfcc-spokane/ Corrin Falls Manual Posting	N	0
55	Sports Talent Agency 26101 Del Rey Apt A Mission Viejo, California 92691 Phone : 949-648-7822 Url : https://staatalent.com/ John Chelesnik Manual Posting	N	1
56	Stanford University 450 Serra Mall Palo Alto, California 94305 Kris Skim Manual Posting	N	0
57	Syracuse University 303 Univer Syracuse, New York Kiran Dreamer Manual Posting	N	0
58	The College of Idaho 2112 Cleveland Blvd. Caldwell, Idaho 83605 Phone : 208-459-5011 Url : https://app.joinhandshake.com/login Career Placement Manual Posting	N	0
59	Tri Tech Skills Center 5929 W. Metaline Ave. Kennnewick, Washington 99337 Phone : 509-222-5810 Url : https://tritech.ksd.org/ Email : Lisa.mckinney@kds.org Lisa Mckinney	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
60	TV Jobs P.O BOX 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Sharon Roe Manual Posting	N	0
61	Univeristy of California, Santa Barbara 5221 Cheadle Hall Santa Barbara, California 93106 Michael Walters Manual Posting	N	0
62	University of Arizona 1042 E. South Campus Dr. Tuscon, Arizona 85719 Cary Seward Manual Posting	N	0
63	University of California Berkeley 2120 Oxford St. Berkeley , California 94720 Ronald Right Manual Posting	N	0
64	University of California, Irvine 3151 Social Science PLZ. Irvine , California 92697 Frank Renfo Manual Posting	N	0
65	University of Colorado Boulder 914 Broadway Boulder, Colorado 80302 Henry Longer Manual Posting	N	0
66	University of Colorado Denver 2199 University of Denver Denver, Colorado Stacy Haugue Manual Posting	N	0

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67	University of Kentucky 101 Main Building Lexington, Kentucky 40506 Sean Crowsley Manual Posting	N	0
68	University of Missouri W007 Locust St. Columbia, Missouri Robert Hall Manual Posting	N	0
69	University of Montana 32 Campus Drive Missoula, Montana 59812 Phone : 406- 243-0211 Url : https://app.joinhandshake.com/login Monty Uni Manual Posting	N	0
70	University of Montana- Western 710 S. Atlantic St. Dillion, Montana Sharee Longview Manual Posting	N	0
71	University of Nevada, Reno 1664 N. Virginia St. Reno, Nevada 89557 Viginia Smith Manual Posting	N	0
72	University of New Mexico 1155 University BLVD SE Albuquerque , New Mexico 87106 Tina Frey Manual Posting	N	0
73	University of North Texas 1501 W. Chesnut Ave. Denton, Texas Monty Job Manual Posting	N	0

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74	University of Northern Colorado 1410 20th St. Greely, Colorado 80639 Kris Mathews Manual Posting	N	0
75	University of Northwestern- St. Paul 3003 Snelling avenue N. St. Paul , Minnesota 55113 Paul Bergen Manual Posting	N	0
76	University of Oregon 1585 E. 13th Ave Eugene, Oregon Idue Sha Manual Posting	N	0
77	University of Portland 5000 N. Willamette Blvd. Portland , Oregon 97203 Andrew Franklin Manual Posting	N	0
78	University of Redlands 1200 E. Colton Ave Redlands, California 92374 Suzie Hue Manual Posting	N	0
79	University of San Diego 5970 Linda Vista RD. San Diego , California 92110 Bradley Warren Manual Posting	N	0
80	University of Utah 201 Presidents Circle Salt Lake City, Utah 84112 Lanny Bos Manual Posting	N	0
81	University of Virginia 9910 Carrs Hill RD Charlottesville , Virginia Miley Woley Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
82	University of Washington 1900 Commerce St Tacoma, Washington Daisy Rhoads Manual Posting	N	0
83	Unniveristy of Idaho 875 Perimeter Dr. MS 2534 Moscow, Idaho 83844 Phone : 208- 885-6111 Url : https://app.joinhandshake.com/login Career Placement Manual Posting	N	0
84	Walla Walla University 204 S. College Ave College Place, Washington 99324 Phone : 509-527-2664 Url : https://app.joinhandshake.com/login Wally Walters Manual Posting	N	0
85	Warner Pacific University 2219 SE 68th Ave. Portland , Oregon 97215 Traci Pain Manual Posting	N	0
86	Washington State Association of Broadcasters 724 Columbia St. NW Olympia, Washington 98501 Phone : 541-419-0141 Url : http://www.wsab.org Email : kshipman@wsab.org Keith Shipman	N	0
87	Washington State University 1815 Wilson Road Pullman, Washington 99164 Phone : (509) 335-7333 Url : https://murrow.wsu.edu/ Email : wendy.wegner@wsu.edu Wendy Wagner	N	0

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88	Washington State University 382 Murrow Pullman, Idaho Tammy Ringer Manual Posting	N	0
89	Washington State University Seattle- Bothell 18115 Campur Way NE Bothell, Washington Karly Lord Manual Posting	N	0
90	Weber State University 3850 University Cir Ogden, Utah 84408 Kelly Jordan Manual Posting	N	0
91	Western Michigan University 1903 W. Michigan Ave. Kalamazoo, Michigan Sophia Radaer Manual Posting	N	0
92	Western Oregon University 345 Monmouth Ave N. Monmouth, Oregon 97361 Barbie Franklin Manual Posting	N	0
93	Western Washington University 516 High St. Bellingham, Washington Wyonna Bell Manual Posting	N	0
94	Whitman College 345 Boyer Ave Walla Walla , Washington 99362 Phone : 1509997880 Jennifer Patricio Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
95	Whitworth University 300 W. Hawthorne Rd. Spokane, Washington 99218 Phone : 509-777-3272 Url : https://app.joinhandshake.com/login Kimberly Ortiz Manual Posting	N	2
96	Willamette University 900 State St. Salem, Oregon 97301 Ken Morris Manual Posting	N	0
97	Worksource 130 S. Arthur St. Spokane, Washington 99202 Phone : 509-532-3120 Url : https://secure.eds.wa.gov/hme/worksourcewa/employee Jennifer Funkerhouser Manual Posting	N	0
98	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
99	Yakima Valley Community College PO Box 22520 Yakima, Washington 98907 Phone : 509-574-6800 Url : https://app.joinhandshake.com/login Maricela Ramos Manual Posting	N	0
100	YouTube - Not Directly Contacted by SEU	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			58



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Covering the period: from 10/01/24 to 09/30/25

Section III: Supplemental(Non-Vacancy Specific) Recruitment Activities Undertaken by KNDO TV and KNDU TV

<u>Activity:</u>	<u>Description of the Activities:</u>
Job Fair	The Director of Recruitment(DOR) participated in the Whitworth University Job and Internship Fair on October 22, 2024 in Spokane, WA. The DOR spoke with students about internships and career opportunities at all Cowles stations in Washington and Montana. The DOR also accepted resumes for internships and current job openings.
Job Fair	The Director of Recruitment(DOR) and HR Generalist participated in the Eastern Washington University Fall Career Fair on October 24, 2024. The DOR shared with the students about employment and internship opportunities at all KHQ Inc and Cowles Montana Media stations. The DOR and HR Generalist discussed with current and former students about careers in Broadcasting/Media about typical pathways into and educational requirements for different Broadcast jobs and employment.
Job Fair	The Director of Recruitment(DOR) and Executive News Director attended a two day National Student Media Convention in Seattle, WA on October 25th and 26th, 2024. They spoke with many students about internships, current job openings and future job opportunities at all Cowles stations in Washington and Montana. They discussed what students would learn from an internship and what it entails. They covered education and skills are needed for current job openings and interviewed several students one-on-one going over more details about the skills to develop and how to apply for current openings.
Job Fair	The Director of Recruitment(DOR) participated in a Syracuse University Virtual Career Fair on November 8, 2024. The DOR had interviews with journalism students and discussed the skills needed to work in journalism, open positions at KHQ Inc and Cowles Montana Media stations and internship opportunities and qualifications. She discussed in depth what an intern would learn and how the program operates as well as typical educational requirements for open positions at the stations.
Job Fair	The Director of Recruitment, HR Generalist and two Anchor/Reporters (former WSU graduates working in Spokane and Kennewick) participated in the Washington State University Career Expo, February 11, 2025. They spoke with about 40 students individually about careers and internship possibilities and current job openings at KHQ-TV, KNDO-TV, KNDU-TV and Cowles Montana stations. The Anchor/Reporters were able to speak with students about typical requirements for the available jobs and the benefits of an internship in the Broadcast news industry.
Job Fair	The Director of Recruitment, HR Generalist and a current Anchor/Reporter at KHQ and former U of I graduate, participated in the University of Idaho Career Fair on February 12, 2025. They spoke with students and alumni about our family owned Company, what we do and where we operate across Eastern Washington, North Idaho and into Montana. They spoke about careers and the internship programs including the requirements and how to apply for an internship. They also discussed current and future job opportunities across all station locations for KHQ-TV, KNDO/U-TV and Cowles Montana stations.
Job Fair	The Director of Recruitment and HR Generalist participated in the Nonstop Local/Work Source 2025 Spokane County Career Expo on April 24, 2025. They spoke with job seekers about careers and internship possibilities at KHQ-TV, KNDO-TV, KNDU-TV and Cowles Montana stations. They also talked about careers in media and journalism, the paths and typical education for the various positions including entry level positions at all locations.
Events Sponsored by Educational Institutions related to Career Opportunities in Broadcasting	The Director of Recruitment and the Director of Training participated in The Murrow Symposium Coaching Sessions, sponsored by WSU's Murrow Center for Student Success on March 31-April 2, 2025. They each had 6 Coaching Sessions with graduating students from WSU's journalism Murrow College that sought advice on resumes, news reels, and what steps they should take to get a job pending graduation.
Events Sponsored by Educational Institutions related to Career Opportunities in Broadcasting	The Director of Recruitment and Director of Training participated in two virtual career fairs in which they hosted workshops about internships in a news station and the benefits for students in any major. They also had separate one on ones with students about current and future job opportunities and internships at all station locations for KHQ-TV, KNDO/U-TV and Cowles Montana stations. These were with the University of Colorado Boulder Virtual Career Fair on March 12, 2025 and the University of North Texas Virtual Career Fair on April 10, 2025.
Events Sponsored by Educational Institutions related to Career Opportunities in Broadcasting	KNDU TV Station Representatives participated in 5 events that included middle school, high school and college classroom presentations or career days where they spoke to students about their jobs and other job opportunities in the broadcast industry and the educational needs to pursue these opportunities.
Job Shadow Program	KNDO KNDU hosted a weather job shadow on April 7, 2025. This was a senior at Washington State University interested in pursuing weather/reporting after graduation in December.



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Covering the period: from 10/01/24 to 09/30/25

Section III: Supplemental(Non-Vacancy Specific) Recruitment Activities Undertaken by KNDO TV and KNDU TV

<u>Activity:</u>	<u>Description of the Activities:</u>
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 (DOT) works with newer reporters and producers across the Cowles Broadcast companies including: co-owned Cowles Montana Media Company (CMMC) and KNDO TV and KNDU TV "brother/sister stations" to KHQ-TV under KHQ, Inc. The position focuses on helping new journalists adjust to working in the professional newsroom environment, providing guidance on story development, newsroom workflow, and professional expectations. The DOT also participates in team meetings to discuss how to effectively implement the station's brand and content filters, ensuring story selection and framing align with organizational priorities. Training is delivered through critiques, one-on-one coaching, team discussions, and ongoing in person and virtual support.
Training	The Director of Training attended a two day study session March 5th and 6th, 2025 from the University of Missouri focusing on a 4 day work week in a broadcast news environment. This session provided valuable insight into emerging workplace models, their impact on employee well-being, and organizational effectiveness. The training explored case studies, data-driven outcomes, and strategies for adapting workflows in a broadcast newsroom environment. Participation was important to ensure our station remains informed about evolving workplace practices, with the goal of supporting a fair, inclusive, and productive environment for all employees.
Training	KNDO/U Managers participated in a Cowles Corporate Culture & Community Mental Health Event on May 9, 2025. The topic was creating a Mentally Healthy Culture at Work. Managers participated in a panel discussion on the importance of being aware and supporting others at work. The Company followed up for all employees by adding podcasts on embracing different ways of thinking and working as well as preparing for the next generation of employees.
Training	The Station hires local college students and recent college graduates as freelance workers for live, over-the-air sports productions. With this, the station offers training to achieve the skill level necessary to successfully work in full time positions in the broadcast industry such as a field camera operator and production assistant. This experience led to freelance jobs with other network affiliated sports production companies such as ESPN and other larger sports networks.
Training	The KNDO/U marketing team as part of a corporate Big Creative team meets weekly with the KHQ digital sales team reviewing digital marketing basics like keywords, SEO, Search, Display, Video, Social, Email, Reputation management and other topics related to digital marketing today.
Training	Cowles Company, owner of KNDO/U TV provides online training resources and a quarterly solutions newsletter resource for managers aimed at bolstering leadership and human resource practices. Highlight examples include strategies for making Mental Health a top priority; getting to know your EAP program and the services provided including making the most of the EAP's counseling and support services and guidance on managing performance issues with empathy and effectiveness.