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, 2020 to and including September 30, 2021 (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 10/01/20 to 09/30/21

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. WUNW Reporter</td>
<td>nbcrightnow.com</td>
<td>10/29/2020</td>
<td>6</td>
<td>1-23</td>
</tr>
<tr>
<td>2. Multimedia Journal</td>
<td>TV Jobs</td>
<td>12/7/2020</td>
<td>8</td>
<td>1-23</td>
</tr>
<tr>
<td>3. MMJ/Telemundo</td>
<td>nbcrightnow.com</td>
<td>1/4/2021</td>
<td>5</td>
<td>1-23</td>
</tr>
<tr>
<td>4. Account Executive</td>
<td>nbcrightnow.com</td>
<td>1/4/2021</td>
<td>8</td>
<td>1-3,5-23</td>
</tr>
<tr>
<td>5. Sports Anchor/Reporter</td>
<td>TV Jobs</td>
<td>2/8/2021</td>
<td>6</td>
<td>1-3,5-23</td>
</tr>
<tr>
<td>6. SWX Production Technician</td>
<td>Indeed</td>
<td>3/1/2021</td>
<td>5</td>
<td>1-3,5-23</td>
</tr>
<tr>
<td>7. Senior Director</td>
<td>Internal Promotion</td>
<td>4/12/2021</td>
<td>1</td>
<td>Promotion</td>
</tr>
<tr>
<td>8. Local Sales Assistant</td>
<td>Indeed</td>
<td>4/30/2021</td>
<td>5</td>
<td>1-3,5-23</td>
</tr>
<tr>
<td>9. Account Executive</td>
<td>Indeed</td>
<td>4/30/2021</td>
<td>6</td>
<td>1-3,5-23</td>
</tr>
<tr>
<td>10. Multimedia Journal</td>
<td>TV Jobs</td>
<td>5/24/2021</td>
<td>5</td>
<td>1-3,5-23</td>
</tr>
<tr>
<td>12. Producer</td>
<td>Internal Promotion</td>
<td>6/28/2021</td>
<td>1</td>
<td>Promotion</td>
</tr>
<tr>
<td>13. Multimedia Journal</td>
<td>TV Jobs</td>
<td>7/19/2021</td>
<td>4</td>
<td>1-3,5-23</td>
</tr>
<tr>
<td>15. Director of Engineering</td>
<td>Internal Promotion</td>
<td>9/1/2021</td>
<td>3</td>
<td>Promotion</td>
</tr>
<tr>
<td>16. Commercial Producer</td>
<td>nbcrightnow.com</td>
<td>9/13/2021</td>
<td>3</td>
<td>1-3,5-23</td>
</tr>
</tbody>
</table>

Total Number of Persons Interviewed During Applicable Period: 82
## 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 | 5                                                                                | 3                                                                   |
| 2 KNDO.com  
KNDU.com  
nbcrightnow.com                                  | Cameron Derrick  
3312 W Kennewick Ave, Kennewick WA 99336  
Email: cameron.derrick@kndu.com | 15                                                                               | 5                                                                   |
| 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 Charter College                                          | Marilyn Limcarreon  
5278 Outlet Drive, Pasco WA 99301  
(509) 546-3900 203  
marilyn.limcarreon@prospecteducation.com | 0                                                                                | 0                                                                   |
| 5 Eastern Washington University Career Services             | Career Services  
114 Showalter Hall, Cheney WA 99004-5365  
careers@ewu.edu | 0                                                                                | 0                                                                   |
| 6 Napoli Management Group                                    | Mendes Napoli  
8844 W Olympic Blvd STE 100, Beverly Hills CA 90211  
(310) 385-8222  
nmq@tv talent.com | 0                                                                                | 0                                                                   |
| 7 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                                                                   |
| 8 Spokane Tribe of Indians                                  | Jennifer Covington  
P.O. Box 206, Wellpinit, WA 99040  
(509) 458-6569  
hadmin@spokanetribe.com | 0                                                                                | 0                                                                   |
| 9 Tri-Tech Skills Center                                    | Mike Greif  
5929 W. Metaline Ave., Kennewick, WA 99337  
(509) 222-5810  
mike.greif@ksd.org | 0                                                                                | 0                                                                   |
| 10 TV Jobs                                                   | Employment Svc  
P.O. Box 4116 Oceanside, CA 92052-4116  
(800) 374-0119  
admin@tv jobs.com | 30                                                                               | 5                                                                   |
| 11 Walla Walla University                                   | Career Center  
204 S College Ave, College Place, WA 99324  
(509) 527-2664  
career@wallawalla.edu | 0                                                                                | 0                                                                   |
| 12 Washington State Comm on Hispanic Affairs                | Career Services  
210 11th Ave STE 301A, Olympia WA 98504  
(360) 725-5661  
hispanic@cha.wa.gov | 0                                                                                | 0                                                                   |
| 13 Yakima Valley Community College                          | Caitlin Goodwill  
P.O. Box 22520, Yakima, WA 98907  
(509) 574-6870  
cgoodwill@yvcc.edu | 0                                                                                | 0                                                                   |
| 14 Yakima Valley Technical Center                           | Ryan Broom  
1116 S. 15th Ave., Yakima, WA 98902  
(509) 573-5000  
broom.ryan@yakimaschools.org | 0                                                                                | 0                                                                   |
| 15 Craigslist                                                | Craig Newmark  
PO Box 225159, San Francisco CA 94122-5159  
Phone: 415-566-9844  
website: www.craigslist.org | 5                                                                                | 0                                                                   |
| 16 Gonzaga University                                       | Gonzaga University - Katherine Brackmann  
502 E Boone Ave, Spokane WA 99258  
(509) 313-4237  
brackmann@gonzaga.edu  
WEB: https://gonzaga.edu/ZagsIgnite. | 0                                                                                | 0                                                                   |
### Section II: Recruitment Source Information

<table>
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<th>Full Time Positions For Which this Source Was Utilized</th>
</tr>
</thead>
<tbody>
<tr>
<td>17 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>18 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>0</td>
<td>0</td>
</tr>
<tr>
<td>19 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>
</tr>
<tr>
<td>20 Worksource</td>
<td>Jeff Miller 130 S Arthur, Spokane WA 99202 <a href="http://www.worksourcewa.com">www.worksourcewa.com</a></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>21 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>/career</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>22 Indeed.com</td>
<td><a href="https://employers.indeed.com/m">https://employers.indeed.com/m</a> 800-475-4361</td>
<td>26</td>
<td>3</td>
</tr>
<tr>
<td>23 University of Idaho</td>
<td>Career Services 875 Perimeter Dr MS 2534, Moscow, ID 83844-2534 <a href="https://www.uidaho.edu/current-students/career-services">https://www.uidaho.edu/current-students/career-services</a></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>24 Monster</td>
<td><a href="http://www.monster.com">www.monster.com</a> Weston, MA</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>25 Linkedin.com</td>
<td>Career Page <a href="https://www.linkedin.com/">https://www.linkedin.com/</a></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>26 YouTube</td>
<td>Youtube.com San Bruno, CA <a href="https://www.youtube.com">https://www.youtube.com</a></td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

**Total interviews for all full time vacancies filled:** 82 16

Note: * Indicates sources that have requested notification of job openings.
### Activity: Job Fair

**Description of the Activities:**

- **Job Fair:** Participated in the University of Idaho Virtual Career Fair on March 3, 2021. The Director of Recruitment (DOR) spoke with several students individually about careers and internship possibilities at KHQ-TV, KNDO-TV, KNDU-TV and Montana stations. The DOR also spoke with the students about their careers, their goals, and broadcast journalism.

- **Job Fair:** Participated in the Spring 2021 Virtual Newhouse Recruiting Event sponsored by Syracuse University on April 29, 2021. The Director of Recruitment (DOR) met with students individually and discussed their education and career aspirations. The DOR shared with the students about our legacy, employment opportunities and internship possibilities at KHQ-TV, KNDO-TV, KNDU-TV and Montana stations.

- **Job Fair:** KHQ-TV sponsored, planned and participated in the KHQ/Worksource Spokane Virtual Job Fair on September 14, 2021. Station representatives met with people virtually regarding current and future job opportunities and education requirements for the different positions primarily in the news, sales and business departments with KHQ-TV, KNDO-TV, KNDU-TV and Montana Stations. Candidate resumes were collected and distributed to the various hiring managers.

- **Job Fair:** The Director of Recruitment (DOR) participated in the Internship and Virtual Job Fair at Whitworth College on September 16, 2021. The DOR met with students to discuss the job and internship opportunities available at KHQ-TV, KNDO-TV, KNDU-TV and Montana Stations.

### Activity: Mentoring Program

**Description of the Activities:**

- **Mentoring Program:** The Director of Recruitment and Training and the Director of Content and Marketing work with all content employees across the Companies including: Cowles Montana Media Company (CMMC) KHQ, Inc’s "brother/sister broadcast entity" and KNDO TV and KNDU TV "brother/sister stations" to KHQ-TV under KHQ, Inc. 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.

### Activity: Events Sponsored by Educational Institutions and City Organizations related to Leadership and Career Opportunities in Broadcasting

**Description of the Activities:**

- **Events Sponsored by Educational Institutions and City Organizations related to Leadership and Career Opportunities in Broadcasting:** KNDO and KNDU Station Representative participated in a classroom presentation to a Tri-Tech Skills Center media/broadcast class. The topics discussed included jobs in broadcast, ethics of local journalism, and the role of local television in the community.

### Activity: Training

**Description of the Activities:**

- **Training:** The Station Manager attended the Virtual NAB Small Market Television Exchange in October 2020. He attended webinars that included leadership, creative marketing ideas, management strategies, and sales training strategies.

- **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 gained has led to freelance jobs with other network affiliated sports production companies such as ESPN, Root Sports, and the Pac12 network.