



## 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, 2021 to and including September 30, 2022 (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 10/01/21 to 09/30/22

Station: KNDO-TV & KNDU-TV

Section I: Vacancy Information

Full Time Positions Filled by Job Title:	Recruitment Source of Hiree:	Date Position Filled	Total # of Interviewees from all Sources for this position:	Recruitment Sources Notified for each position (from Section II Recruitment Source)
1 Multi Media Journalist	nbcrightnow.com	10/4/2021	5	1-3,6-23
2 Producer	nbcrightnow.com	10/18/2021	5	1-3,5,6,8-10,12-18,20-23
3 Director	PT-FT Internal Promotion	11/22/2021	4	1-3,5-23
4 Digital Producer	PT-FT Internal Promotion	12/20/2021	6	1-3,5-23
5 WA Statewide Content Coordinator	Internal Promotion	1/1/2022	1	Promotion
6 Sports Reporter/Anchor	TV Jobs	1/3/2022	4	1-3,5-23
7 Wake Up MMJ	TV Jobs	1/12/2022	7	1-3,5-23
8 News Director	Linkedin	12/8/2022	5	1,2,5-7,10,12,15-23,27-38
9 Web Manager	Internal Promotion	2/1/2022	1	Promotion
10 Technical Media Producer	PT-FT Internal Promotion	2/13/2022	6	1-3,5-23
11 News Photographer	Indeed	3/7/2022	3	1-3,5-23
12 Commercial Producer	Indeed	4/18/2022	4	1-3,5,6,9-13,15-23
13 Local Sales Assistant	Indeed	4/25/2022	4	1-3,5,6,9-18,20-23
14 Sports Director	nbcrightnow.com	5/16/2022	4	1-3,5,6,9-13,15-23
15 Web/Digital Manager	nbcrightnow.com	6/1/2022	3	1-3,5-7,9-13,15-18,20-23
16 Morning Anchor	Indeed	6/27/2022	4	1-3,5-23
17 Sports Director	Internal Promotion	7/1/2022	1	Promotion
18 MMJ Reporter	nbcrightnow.com	7/5/2022	4	1-3,5-23
19 Technical Media Producer	Indeed	7/5/2022	3	1-3,5-23
20 Anchor/Reporter	Internal Promotion	7/18/2022	1	Promotion
21 Anchor/Reporter	Indeed	7/18/2022	3	1-3,5-23,38
22 Digital Content Producer	Indeed	7/18/2022	3	1-3,5-23,38
23 Weather Anchor Reporter	Internal Promotion	8/1/2022	1	Promotion
24 Content Manager	nbcrightnow.com	8/1/2022	3	1-6,8-23,38
25 Technical Media Producer	Indeed	8/1/2022	5	1-3-5-23
26 Local Sales Manager	Internal Promotion	8/1/2022	1	Promotion
27 Executive Producer	Internal Promotion	8/3/2022	1	Promotion
28 Technical Media Producer	PT-FT Internal Promotion	8/7/2022	3	1-6,8-13,15-23,38
29 News Photographer	Internal Promotion	8/8/2022	1	Promotion
30 Producer	Indeed	8/15/2022	4	1-6,8-18,20-23,38
31 Technical Media Producer	nbcrightnow.com	8/15/2022	3	1-6,8-18,20-23,38
32 Account Executive	Craigslist	8/22/2022	5	1-6,8-18,20-24,38
33 Commercial Producer	Indeed	8/22/2022	4	1-6,8-18,20-24,38,39
34 Sports Anchor/Reporter	nbcrightnow.com	9/6/2022	3	1-6,8-13,15-18,20-23,38
35 Account Executive	nbcrightnow.com	9/19/2022	5	1-6,8-18,20-24,38

Total Number of Persons Interviewed During Applicable Period: 120

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## KNDO KNDU

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Station: KNDO TV & KNDU TV

**Section II: Recruitment Source Information**

	Recruitment Source:	Contact Information:	Total Number of Interviewees this Source Has Provided During this Period (if any).	Full Time Positions For Which this Source Was Utilized
1	Internal Posting/Employee Referral	Cameron Derrick 3312 W Kennewick Ave, Kennewick WA 99336 Email: cameron.derrick@kndu.com	19	12
2	KNDU.com KNDO.com nbcrightnow.com	Cameron Derrick 3312 W Kennewick Ave, Kennewick WA 99336 Email: cameron.derrick@kndu.com	27	10
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	
4	Columbia Basin College	2600 N. 20th Ave, Pasco, WA 99301 509-542-4487 # 2487 Email: careerservices@columbiabasin.edu <a href="https://www.columbiabasin.edu">https://www.columbiabasin.edu</a>	0	
5	Eastern Washington University Career Services	Career Services 926 Elm St PUB 332, Cheney, WA 99004 Phone:509-359-6365 email: careers@ewu.edu	0	
6	Napoli Management Group	Medes Bapoli 700 North San Bicente Blvd, West Hollywood, CA 90069 Phone: 310-385-8222 Email: nmq@tv talent.com	0	
7	Spokane Falls Community College Student Employment Center	501 N Riverpoint Blvd. MS 1009 PO Box 6000 Phone:509-533-3545 Email: careers@spokanefalls.edu (509) 533-3545      careers@spokanefalls.edu	0	
8	Idaho State University	921 South 8th Avenue, Pocatello, ID 83209 Phone: 208-282-4636 email: careers@isu.edu website: <a href="https://www.isu.edu/career">https://www.isu.edu/career</a>	0	
9	Tri-Tech Skills Center	Lisa McKinney 5929 W. Metaline Ave., Kennewick, WA 99337 (509) 222-5810      Email: lisa.mckinney@ksd.org	0	
10	TV Jobs	Employment Svc P.O. Box 4116 Oceanside, CA 92052-4116 (800) 374-0119      admin@tvjobs.com	18	2
11	Walla Walla University	Career Center 204 S College Ave, College Place, WA 99324 (509) 527-2664 <a href="mailto:career@wallawalla.edu">career@wallawalla.edu</a>	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	
13	Yakima Valley Community College	Maricela Ramos P.O. Box 22520, Yakima, WA 98907 Phone: 509-574-6800 Ext 3345 Email: mramos@yycc.edu	0	
14	Yakima Valley Technical Center	1116 S. 15th Ave., Yakima, WA 98902 (509) 573-7062 Email: jobs@ysd7.org WEB: <a href="https://yakimajobs.hrmpplus.net/Home.aspx">https://yakimajobs.hrmpplus.net/Home.aspx</a>	0	
15	Craigslist	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>	6	1

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## KNDO KNDU

Annual EEO Public File Report  
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Station: KNDO TV & KNDU TV

Section II: Recruitment Source Information

	Recruitment Source:	Contact Information:	Total Number of Interviewees this Source Has Provided During this Period (if any).	Full Time Positions For Which this Source Was Utilized
16	Gonzaga University	Gonzaga University-Kareena Byrd E 502 Boone, Spokane, WA 99258 Phone: 509-313-4344 Email: careers@gonzaga.edu and byrdk@gonzaga.edu website: https://gonzaga.edu/ZagsIgnite	0	
17	Whitworth University	Whitworth University -Kimberly Ortiz 300 W Hawthorne Rd, Spokane WA 99218 (509) 777-3272 kortiz@whitworth.edu	0	
18	North Idaho College	Career Center Services 1000 W Garden Ave, Coeur d'Alene ID 83814 Phone: 208-769-7821 https://www.nic.edu/websites/default.aspx?dpt=15 Email: karen.glaeser@nic.edu	0	
19	WSAB (Wa State Assoc of Broadcasters)	Keith Shipman 724 Columbia St NW, Suite 310, Olympia, WA 98501 360-705-0774 Email: kshipman@wsab.org <a href="http://www.wsab.org/jobbank_employers.html">http://www.wsab.org/jobbank_employers.html</a>	0	
20	Worksource	Jeff Miller 130 S Arthur, Spokane WA 99202 <a href="http://www.worksourcewa.com">www.worksourcewa.com</a>	4	
21	Central Washington University	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 career@cwu.edu/career	0	
22	Indeed.com	<a href="https://employers.indeed.com/m">https://employers.indeed.com/m</a> 800-475-4361	43	9
23	University of Idaho	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>	0	
24	Washington State University	Pullman, Washington Phone: 509-335-6000 Email: employer@wsu.edu <a href="https://www.collegeofidaho.edu">https://www.collegeofidaho.edu</a>	0	
25	Linkedin.com	Career Page <a href="https://www.linkedin.com/">https://www.linkedin.com/</a>	1	1
26	YouTube	Youtube.com <a href="https://www.youtube.com">https://www.youtube.com</a> San Bruno, CA	0	
27	Rick Gervers Website	<a href="http://www.rickgevers.com">www.rickgevers.com</a> 3355 E. Ohio St #303, Indianapolis, IN 46204 Phone: 317-635-7912	2	
28	Aging & Long Term Care of Eastern Washington	Khristina Scheideler 1222 N Post, Spokane, WA 99201 Phone: 509-458-2509 ext 215 Email: khristina.scheideler@dshs.wa.gov	0	
29	American Indian Community Center (AICC)	Linda Lauch 610 E North Foothills Dr, Spokane, WA 99207 Phone: 509-535-0886 Email: lindal@aiccinc.org	0	
30	Civil Service Dept	Career Services 4th Flr, 808 W Spokane Falls Blvd, Spokane, WA 99201-3315 Phone: 509-625-6160 Email: civilservice@spokanecity.org	0	
31	ENSO	Ryan Enso 508 W 6th Ave, Suite 400, Spokane, WA 99204 Phone: 509-329-6010 Email: ryan.enso@hotmail.com	0	



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32	Eastern Washington University African American Education Program	Dr. Scott Finnie 216 Isle Hall, Cheney WA 99004-2420 Phone: 509-359-2205 Email: rbartlett@ewu.edu	0	
33	Eastern Washington University Career Services	Career Services 114 Showalter Hall, Cheney WA 99004 Phone: 509-359-6365 Email: careers@ewu.edu	0	
34	North East Community Center	Rosa Lopez 4001 N Cook, Spokane, WA 99207 Phone: 509-487-1603 Email: kathleenhill.kat@gmail.com	0	
35	Spokane Community College Career Employment Services	Norma Cantu 1810 N Greene St, Spokane, WA 99217 Phone: 509-533-8855 Email: norma.cantu@scc.spokane.edu	0	
36	Eastern Washington University American Indian Studies	Deidre Almeida, Director 706 5th St, Cheney, WA 99004 Phone: 509-359-6242 website: https://www.ewu.edu	0	
37	Martin Luther King Jr Family Outreach Center	Freda Gandy 845 S Sherman St, Spokane 99202 Phone: 509-455-8722 Email: fdesk@mlkspokane.org	0	
38	The College of Idaho	2112 Cleaveland Blvd, Caldwell, ID 83605 Phone: 208-459-5011 Email: careerservices@collegeofidaho.edu <a href="https://www.collegeofidaho.edu">https://www.collegeofidaho.edu</a>	0	
39	University of Montana	Career Services Lommasson 154, Missoula MT 59812-2088 (406) 243-2022 careers@umontana.edu	0	
<b>Total interviews for all full time vacancies filled:</b>			120	35



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

<b><u>Activity:</u></b>	<b><u>Description of the Activities:</u></b>
Job Fair	The Director of Recruitment(DOR) participated in the Fall 2021 Virtual Newhouse Recruiting Event sponsored by Syracuse University on October 1, 2021. The DOR shared with the students about our history, values, locations, various news operations, employment and internship possibilities at Cowles Montana Media Company stations and KHQ, Incorporated stations.
Job Fair	The Director of Recruitment (DOR) participated in the University of Missouri Fall 2021 Virtual Career Fair on October 20, 2021. The DOR met with students to discuss the job and internship opportunities available at Cowles Montana Media Company stations and KHQ, Incorporated stations.
Job Fair	The Director of Recruitment (DOR) participated in the University of Idaho Virtual Career Fair and networking night in person February 8 -9, 2022. 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	The Director of Recruitment (DOR) and a News Director participated in the University of Montana School of Journalism and Internship Fair March 11, 2022. The DOR and News Director 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	KHQ-TV sponsored, planned and participated in the KHQ/Worksource Spokane In Person and Virtual Job Fair on May 11 and 12, 2022. The DOR and Station representatives met with people in person on the 11th and the DOR met virtually on the 12th 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 a job fair through Whitworth University Center for Career and Professional Development on May 4, 2022. He spoke with several students about internships and job opportunities at KHQ, Incorporated and Cowles Montana Media Stations.
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. KNDO KNDU Sponsored 2 interns in 2022.
Mentoring Program	The Director of Recruitment and Training and the Director of Content and Marketing work with all content employees across the Companies including:co-owned Cowles Montana Media Company (CMMC) 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.
Tours	KNDU gave 2 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	KHQ Station Representatives participated in the WSU Murrow Symposium on April 5th and 6th, 2022. During this two day event they had the opportunity to speak with students and former students about job opportunities and internships with KHQ-TV, KNDO-TV, KNDU-TV and our Montana Stations. They spoke about working in newsrooms and the qualities of a professional journalist. Several students went on to further interview for possible employment, one was hired at a co-owned Montana station and one is currently interning at KHQ.
Events Sponsored by Educational Institutions and Organizations related to Leadership and Career Opportunities in Broadcasting	The DOR and Station Anchor participated in three events that included classroom presentations/discussions where they spoke to students about internships and job opportunities/careers in our Company and broadcast television stations and education necessary for the different positions. At one the DOR also spoke about newsroom policies on social media, confidentiality and privacy issues in a broadcast entity.
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, Root Sports, and the Pac12 network.



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

<b><u>Activity:</u></b>	<b><u>Description of the Activities:</u></b>
Training	The National Sales Manager attended a three day seminar and networking event at the NAB convention for Sales and Management in April 2022. The conference covered topics including promotion ideas, sales management training, diversity in the workplace and overcoming challenges in the present sales environment.
Training	The Sales team participated in five sales training webinars sponsored by TVB and Comscore covering the power of TV, Digital Marketing and selling techniques.
Training	Five News staff including the News Director, reporters and Anchors participated in the NBCU Academy Next Level Summit, an online training and networking event hosted by NBC University on April 5, 2022 for reporters and newsroom managers.