



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, 2025 to and including September 30, 2026 (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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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
Anchor/Reporter	2, 5-9, 11-13, 15-18, 22, 24-25, 28-29, 31-34, 36-45, 48-53	53
Marketing Consultant Yakima	7-8, 11-12, 15-17, 24, 28-29, 32-33, 37, 42-46, 49-52	24
Reporter	2, 4-5, 7-9, 11-12, 15-18, 22, 24-25, 28- 29, 31-33, 36-39, 41-45, 48-52	18
Reporter	2, 5-6, 8, 10-12, 15-17, 20, 22, 24-25, 27-29, 31-34, 36-53	47
Technical Media Producer	2, 5-7, 10, 12, 14-15, 22, 24-25, 28-29, 31-32, 34, 36-40, 42-45, 48-52	24
Director	2, 5-7, 10, 12, 14-15, 18, 22, 24-25, 28- 32, 34, 36-39, 43-45, 48-52	18
News Director	2, 4-5, 8, 10, 12-13, 15-18, 20, 24-25, 27-29, 31-34, 37-38, 40-45, 48-52	13
Sports Anchor/ Reporter	1-3, 5-6, 8, 10-12, 15-17, 21-25, 28-29, 31-45, 48-52	24
Reporter	2, 5-6, 8, 11-12, 15-17, 19, 21-25, 28- 29, 31-34, 36-45, 48-52	17
Digital Account Coordinator	5-6, 8, 11-12, 15-18, 22, 24-25, 28-29, 31-34, 36-42, 44-45, 48-49, 51-52	18
Executive Producer	5, 8, 11-12, 15-18, 24-25, 28-29, 31-34, 37-38, 40-45, 48-52	18
Marketing Consultant	5, 8, 11-12, 15-17, 24-26, 28-29, 31-34, 37-38, 40-45, 48-52	26
Technical Media Producer	5, 8, 11-12, 15-17, 24-25, 28-29, 31-34, 37-38, 40-45, 48-52	17

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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	Be on Air 9885 Rockside Road STE 160 Valley View, Ohio 44125 Phone : 216-242-4342 Url : https://beonair.com Email : jhardy@Beonair.com Janese Hardy	N	0
4	Boise State University 1910 University Dr. Boise, Idaho Frank Shane Manual Posting	N	0
5	Brigham Young University Idaho 525 S. Ctr. Rexburg, Idaho Hanna Montana Manual Posting	N	0
6	California Baptist University 3739 Adams St. Riverside, California Kurt Sanders Manual Posting	N	0
7	Carroll College 1601 N Benton Ave Helena, Montana 59625 Phone : 4064474300 Carrol Singer Manual Posting	N	0

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8	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
9	Chapman University 1 University Dr. Orange, California Phone : 4064474300 Carrol Singer Manual Posting	N	0
10	Columbia Basin College 2600 N. 20th Ave. Pasco , Washington 99301 Mark Greever Manual Posting	N	0
11	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
12	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	0
13	Employee Referral	N	3
14	Facebook post	N	2
15	Gonzaga University 502 E. Boone Ave. Spokane, Washington 99258 Phone : 509313-4344 Url : https://gonzaga-csm.symplicity.com Katherine Brackmann Manual Posting	N	0

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16	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
17	Indeed 6433 Champion Way Bldg 1 Austin, Texas 78750 Phone : 800-475-4361 Url : https://employers.indeed.com Job Board Manual Posting	N	10
18	Internal Transfer/Promotion	N	10
19	Linked In	N	1
20	Linkedin 1000 W. Maude Avenue Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/ Career Listings Manual Posting	N	4
21	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
22	Michigan State University 220 Trowbridge Rd. East Lansing, Michigan Fiona Waters Manual Posting	N	0

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23	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
24	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	11
25	Oregon State University 1500 SW Jefferson Ave Corvallis, Oregon Boze Mon Manual Posting	N	0
26	Re-hire	N	2
27	Rick Gevers 3355 E. Ohio St. #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Url : http://www.rickgevers.com Rick Gevers Manual Posting	N	2
28	Spokane Community College 1810 N. Greene St. Spokane, Washington 99217 Phone : 509-533-8855 Url : https://spokanec-csm.symplicity.com/ Career Services Manual Posting	N	0

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29	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
30	Station Website	N	1
31	Syracuse University 303 Univer Syracuse, New York Kiran Dreamer Manual Posting	N	0
32	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
33	TV Jobs P.O BOX 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Sharon Roe Manual Posting	N	0
34	University of Arkansas 1125 W. Maple St. Fayetteville, Arkansas 72701 Sandy Waters Manual Posting	N	0
35	University of California Berkeley 2120 Oxford St. Berkeley , California 94720 Ronald Right Manual Posting	N	1

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36	University of Missouri W007 Locust St. Columbia, Missouri Robert Hall Manual Posting	N	0
37	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
38	University of North Texas 1501 W. Chesnut Ave. Denton, Texas Monty Job Manual Posting	N	0
39	University of Oklahoma 660 Norman , Oklahoma Lee Jones Manual Posting	N	0
40	University of Oregon 1585 E. 13th Ave Eugene, Oregon Idue Sha Manual Posting	N	1
41	University of Washington 1900 Commerce St Tacoma, Washington Daisy Rhoads Manual Posting	N	0
42	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

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43	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
44	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
45	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	1
46	Washington State University 382 Murrow Pullman, Idaho Tammy Ringer Manual Posting	N	0
47	Washington State University Career Fair	N	1
48	Western Washington University 516 High St. Bellingham, Washington Wyonna Bell Manual Posting	N	0
49	Whitworth University 300 W. Hawthorne Rd. Spokane, Washington 99218 Phone : 509-777-3272 Url : https://app.joinhandshake.com/login Kimberly Ortiz Manual Posting	N	0

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50	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
51	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
52	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
53	YouTube - Not Directly Contacted by SEU	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			52

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Establishment of an intern program designed to assist members of the community	This initiative provides structured, hands-on training and mentorship to prepare emerging talent for broadcast careers. Under the guidance of experienced production managers, technical directors, and senior photographers, participants learn safety practices, live-event workflows, broadcast standards, and the technical proficiency required for high-quality sports coverage. The program emphasizes teamwork, reliability, and readiness for full-time employment in roles such as field camera operator and production assistant; many alumni have leveraged this experience into freelance assignments with ESPN and other regional/national sports networks, demonstrating the program's effectiveness as a pipeline to the industry.	1	SWX Station Manager
2	10/1/2025	Establishment of training programs for station personnel	KHQ, Inc. provides all people managers with access to curated, on-demand online training modules and distributes a quarterly manager "Solutions" newsletter across departments. Participation is integrated into ongoing professional development, with managers expected to complete self-paced lessons, discuss takeaways in team meetings, and implement action items. HR and leadership review content, reinforce key practices in manager forums, and offer follow-up guidance to support consistent application across the organization.	120	Benefits, Culture and Engagement

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3	Ongoing Event	Establishment of an intern program designed to assist members of the community	The internship program provides hands-on exposure to newsroom operations, introducing students to reporting, producing, digital content, research, and editorial workflows. Interns receive mentorship, training on newsroom tools and standards, and opportunities to contribute to daily content under professional supervision. The program is designed to build career readiness, expand understanding of television and broadcasting roles, and create a pipeline for future employment and freelance opportunities within our stations and the broader industry.	1	Director of Employee Development
4	10/22/2025	Participation in Job Fairs	At the convention, KHQ, Inc. and Cowles Montana Media Company represented their full portfolio of stations and highlighted career paths in reporting, producing, photography, digital, and social media. Recruiters networked with students and educators, participated in talent-identification activities, and shared guidance on application processes and hiring timelines. The event expanded face-to-face recruiting, increased brand visibility among college journalists, and strengthened the pipeline for future internships and newsroom hires across the organization.	3	Director of Employee Development Senior Director of News and Editorial Content Director of Recruiting and Training

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5	2/26/2026	Sponsorship of events in the community designed to increase public awareness	KNDU gives tours throughout the year. This year one tour was provided. A behind-the-scenes look at how a local newscast is produced, introducing students to roles such as reporter, anchor, photographer, producer, engineer, and production assistant. Presenters explained basic job requirements and skills, communication, teamwork, curiosity, and technical fundamentals, while highlighting future opportunities like job shadowing and internships as students advance. The activity is designed to build early awareness of the broadcast industry, inspire curiosity about media technology and storytelling, and strengthen connections with the local community.	2	Anchor Meteorologist
6	3/10/2026	Participation in events or programs sponsored by educational institutions	Representatives discussed career pathways across news, production, engineering, digital, and support roles; explained internship opportunities and current employment openings; and provided practical guidance on the application and hiring process, including eligibility, timelines, and materials. The outreach advanced equal employment opportunity by engaging a wide pool of prospective candidates, strengthening students' career readiness, and building a robust talent pipeline for future internships and employment at our stations.	6	Director of Employee Development HR Operations Coordinator SWX Sports Director Anchor

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7	4/9/2026	Establishment of an intern program designed to assist members of the community	This outreach provided targeted, industry-informed coaching to help students prepare for entry-level roles in broadcast journalism. The Senior Director delivered actionable guidance on assembling competitive demo reels, structuring compelling stories, presenting effectively on camera, and navigating the media job search. The program advances students' career readiness promotes equitable access to professional development resources, and strengthens the stations' recruiting pipeline by building relationships with emerging journalists from a wide range of backgrounds.	1	Senior Director of News and Editorial Content
8	Ongoing Event	Participation in Job Fairs	Station leaders and HR staff introduced attendees to careers in media and journalism, outlining typical education paths, skill requirements, and entry-level roles across news, production, engineering, digital, and support functions at KHQ-TV, KNDO/KNDU, and Cowles Montana Media Company locations. They also discussed internship opportunities, career ladders, and how to apply, emphasizing inclusive hiring practices and pathways for early-career candidates. The event strengthened community connections, expanded outreach to diverse talent, and supported pipeline development for future employees and interns.	7	HR Operations Coordinator Director of Employee Development Anchor Anchor

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9	4/15/2026	Participation in events or programs sponsored by educational institutions	Representatives introduced students to careers across local broadcasting—news, production, engineering, digital, and support functions—highlighting the skills, education, and experiences that prepare students for success. They provided information on current and future openings, explained how to apply for internships and job shadows as eligibility is met, and encouraged students to explore media and storytelling interests. The career fair strengthened community connections, raised awareness of opportunities at our stations, and supported talent pipeline development for future employees and i	3	Anchor Broadcast Producer Anchor
10	4/21/2026	Participation in Job Fairs	On April 21, 2026, the Director of Employee Development and the HR Operations Coordinator, in coordination with KNDO/KNDU, participated in the Mead School District 7th Grade Career Fair. They staffed an interactive booth and engaged individually and in small groups with more than 300 students from four middle schools, answering questions and providing age-appropriate guidance. Activities included brief role overviews, skills demonstrations, and take-home information about future readiness and exploration pathways.	2	Director of Employment HR Operations Coordinatoe

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11	5/14/2026	Participation in Job Fairs	Representatives introduced students to careers in local broadcasting and media, describing newsroom, production, engineering, and support roles, as well as the skills and education paths associated with each. They provided information on internship possibilities, current job categories, and how to explore opportunities at KHQ and Cowles Montana Media Company, including how to apply for internships or request a future job shadow when students meet eligibility requirements. The outreach aimed to build early awareness of media careers, demystify application processes, and strengthen connections between the stations and Spokane's public schools.	2	Director of Employee Development HR Operations Coordinator
12	5/21/2026	Establishment of training programs for station personnel	This session focused on building an inclusive workplace by centering real employee experiences and emphasizing recognition of ability, contribution, belonging, and individual strengths. Training content reinforced nondiscrimination, respectful conduct, and equitable evaluation practices, including guidance related to employees with disabilities and reasonable workplace supports. The initiative forms part of our ongoing EEO and DEI efforts to ensure all employees are valued, supported, and empowered to contribute at their highest potential.	120	Senior Director of Audience and Marketing

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13	5/21/2026	Participation in Job Fairs	This outreach introduced students to the fundamentals of local broadcast news through interactive, accessible demonstrations of cameras, production tools, and other newsroom technology. Presenters explained how behind-the-scenes roles—such as camera operator, production assistant, and technical support—work together to create television content and encouraged students to explore interests and ask questions about media careers. The activity was designed to be fun, inclusive, and barrier-aware, fostering curiosity about media technology, building understanding of newsroom operations, and strengthening our connection with the local community.	4	HR Operations Coordinator Director of Employee Development Weather Anchor/ Reporter Marketing Specialist
14	6/29/2026	Participation in other activities designed by the station employment unit	Our meteorologist provided engaging, standards-aligned talks on weather, climate, and the fundamentals of meteorology, explaining how forecasts are created and communicated on local news. The presentations also introduced broadcast career paths including on-air meteorology, data analysis, and production support highlighting skills, education, and internship opportunities. The outreach is designed to build early awareness of the broadcasting and STEM fields among younger audiences, strengthen community connections, and cultivate future interest in employment and internships at our stations.	1	Meteorologist