



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, 2019 to and including September 30, 2020 (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 10/01/19 to 09/30/20

Station: KNDO-TV & KNDU-TV

Section I: Vacancy Information

Full Time Positions Filled by Job Title:	Recruitment Source of Hire:	Date Position Filled	Total # of Interviewees from all Sources for this position:	Recruitment Sources Notified for each position (from Section II Recruitment Source)
1. Account Executive	Indeed	11/4/2019	6	1-8,10-24,26-28
2. Associate Producer	Website	11/4/2019	4	1-26
3. MMJ	TV Jobs	1/6/2020	6	1-28
4. MMJ	TV Jobs	1/22/2020	5	1-28
5. MMJ	Website	2/10/2020	6	1-28
6. Account Executive	Website	2/10/2020	4	1-8,10-24,26-28
7. Account Executive	Worksource	2/25/2020	4	1-8,10-24,26-28
8. Account Executive	Website	3/9/2020	5	1-8,10-24,26-28
9. Digital Producer	Website	3/11/2020	6	1-8,10-24,26-28
10. Wake Up Producer/Anchor	TV Jobs	5/27/2020	5	1-28
11. Sports Director/Anchor	TV Jobs	5/28/2020	5	1-28
12. Digital Producer	Website	6/22/2020	6	1-28
13. Weather Anchor	Website	7/6/2020	6	1-28
14. Associate Producer	TV Jobs	8/3/2020	4	1-28

Total Number of Persons Interviewed During Applicable Period: **72**

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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	0	
2 KNDU.com KNDO.com nbcrightnow.com	Cameron Derrick 3312 W Kennewick Ave, Kennewick WA 99336 Email: cameron.derrick@kndu.com	19	7
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 Big Bend Community College	Jody Bortz 7662 Chanute St NE, Moses Lake, WA 98837 (509) 793-2069 jodyb@bigbend.edu	0	
5 Charter College	Marilyn Limcarreon 5278 Outlet Drive, Pasco WA 99301 (509) 546-3900 203 marilyn.limcarreon@prospecteducation.com	0	
6 Columbia Basin College	Daphne Lightfoot 2600 N. 20th Ave., Pasco, WA 99301 (509) 542-4740 dlightfoot@columbiabasin.edu	0	
7 Colville Confederated Tribes	Human Resources PO Box 150, Nespelem, WA 99155 (509) 634-2842 anthony.thomas.atc@colvilletribes.com	0	
8 Eastern Washington University Career Services	Career Services 114 Showalter Hall, Cheney WA 99004- 509-359-6365 careers@ewu.edu	0	
9 Eastern Washington University Dept of Theatre & Film	Annie Hudson 104 RTV Building, Cheney WA 99004 (509) 359-6390 ahudson5@ewu.edu	0	
10 Napoli Management Group	Mendes Napoli 8844 W Olympic Blvd STE 100, Beverly Hills CA 90211 (310) 385-8222 nmq@tvtalet.com	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	
12 Spokane Tribal Council	Jennifer Covington PO Box 206, Wellpinit, WA 99040 (509) 458-6569 hradmin@spokanetribe.com	0	
13 Tri-Tech Skills Center	Mike Greif 5929 W. Metaline Ave., Kennewick, WA 99337 (509) 222-5810 mike.greif@ksd.org	0	
14 TV Jobs	Employment Svc P.O. Box 4116 Oceanside, CA 92052-4116 (800) 374-0119 admin@tvjobs.com	37	5
15 Walla Walla University	Career Center 204 S College Ave, College Place, WA 99324 (509) 527-2664 career@wallawalla.edu	0	
16 Washington State Comm on Hispanic Affairs	Career Services 210 11th Ave STE 301A, Olympia WA 98504 (360) 725-5661 hispanic@cha.wa.gov	0	

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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
17 Washington State University	Communication Dept P.O. Box 642520 Pullman, WA 99164-2520 (509) 335-3068 communication@wsu.edu	0	
18 Yakima OIC	Kim Paulani Yakima OIC of Washington k.p@yvoic.org	0	
19 Yakima Valley Community College	Caitlin Goodwill P.O. Box 22520, Yakima, WA 98907 (509) 574-6870 cgoodwill@yvcc.edu	0	
20 Yakima Valley Technical Center	Ryan Broom 1116 S. 15th Ave., Yakima, WA 98902 (509) 573-5000 broom.ryan@yakimaschools.org	0	
21 Craigslist	Craig Newmark PO Box 225159, San Francisco CA 94122-5159 Phone: 415-566-9844 website: www.craigslist.org	3	
22 Gonzaga University	Gonzaga University -Katherine Brackmann(handshake.com) 502 E Boone Ave, Spokane WA 99258 (509) 313-4237 brackmann@gonzaga.edu	0	
23 Whitworth University	Whitworth University -Kimberly Ortiz(handshake.com) 300 W Hawthorne Rd, Spokane WA 99218 (509) 777-3272 kortiz@whitworth.edu	0	
24 North Idaho College	Career Center Services 1000 W Garden Ave, Coeur d'Alene ID 83814 (208) 769-3297 www.nic.edu/career/jobs	0	
25 WSAB (Wa State Assoc of Broadcasters)	Keith Shipman 724 Columbia St NW, Suite 310, Olympia, WA 98501 360-705-0774 Email: kshipman@wsab.org http://www.wsab.org/jobbank_employers.html	0	
26 Worksource	Jeff Miller 130 S Arthur, Spokane WA 99202 www.worksourcewa.com	2	1
27 Central Washington University	Director - Vicki Sannuto 400 E University Way, Ellensburg WA 98926 www.cwu.edu/~seo/off_employer.html (509) 963-1921 career@cwu.edu	0	
28 Indeed.com	https://employers.indeed.com/m 800-475-4361	10	1
29 LinkedIn.com	Career Page https://www.linkedin.com/	1	
30 YouTube	Youtube.com San Bruno, CA https://www.youtube.com	0	
Total interviews for all full time vacancies filled:		72	14

Note: * Indicates sources that have requested notification of job openings.



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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	Participated in the All Majors Career/Internship Fair in October 9,2019 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. Dir.of Recruiting talked 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 2020. 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. Several internships were established from this career fair.
Job Fair	Participated in the Spring 2020 University of Idaho Career Fair on February 5, 2020. Station representatives discussed employment and internship possibilities at KHQ-TV, KNDO-TV, KNDU-TV and Montana stations. Job descriptions and applications were distributed. Discussed job openings in the various markets and details on education needed for each job.
Job Fair	Director of Recruitment (DOR) participated in the Arizona State University Virtual Career Fair in May 2020. DOR discussed employment and internship possibilities at KHQ-TV, KNDO-TV, KNDU-TV and Montana stations. Discussed job openings in the various markets and details on education needed for each job.
Job Fair	Participated in the Internship and Virtual Job Fair at Whitworth College on September 2020. 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	Director of Recruiting (DOR) participated in Worksource Virtual Job Fair for Tri-Cities on June 4, 2020. The event was sponsored by Washington State Employment Security Department and the Benton-Franklin Workforce Development Council. DOR discussed employment opportunities at KNDO-TV, KNDU-TV in the Yakima and Tri-Cities markets. Current and future job openings were provided via uplink then discussed and resumes were collected.
Job Shadow Program	KNDO and KNDU regularly takes part in job shadow programs. These are middle school, high school or college students that are in the station for a one or two day visit to learn about various job and career opportunities in broadcasting. There were six job shadows in this reporting year in the news department.
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. Due to COVID-19 there were none during this reporting year.
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.
Training	The Sales team participated in eight sales training webinars sponsored by TVB, SMM Connect, and Comscore covering digital marketing, virtual selling and selling during recessionary/extraordinary times.
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.