

2022:

ANNUAL EEO PUBLIC FILE REPORT

Licensee: Zolo Broadcasting LLC

Period Covered: October 1, 2021 through September 30, 2022

Full- and Low-Power TV Stations in Employment Unit:

KOHD, Bend, Oregon (Facility ID No. 166534)

KBNZ-LD, Bend, Oregon (Facility ID No. 35384)

Total Number of Persons Interviewed: 41

Candidates interviewed is defined as any candidate that is interviewed via phone, videoconference or in person.

[Zolo Media/KOHD Website](#)

[KOHD EEO Public File Reports](#)

Req ID	Job Title	# of Full-Time Vacancies Filled	Sources Used to Fill Vacancy	Date Filled	# of Interviews	Hire Source
2021-17843	Account Executive	1	1-9	10/12/2021	1	2 (Employee Referral)
2022-19295	Assistant News Director	2	1-9	05/27/2022	2	3 (Company Website)
2022-19664	Associate Producer/Editor	1	1-9	09/02/2022	2	5 (Indeed)
2021-17702	Broadcast Graphics Operator	1	1-9	11/10/2021	1	5 (Indeed)
2021-18078	Broadcast Graphics Operator	1	1-9	11/10/2021	1	2 (Employee Referral)
2021-18346	Meteorologist (Weekend)	1	1-9	01/20/2022	1	2 (Employee Referral)
2022-19084	Digital/Web Content Producer	1	1-9	04/18/2022	2	2 (Employee Referral)
2022-19085	Master Control Operator (Part-Time)	1	1-9	05/23/2022	2	5 (Indeed)
2022-18825	Media Consultant	1	1-9	06/07/2022	1	2 (Employee Referral)
2021-18171	News Anchor	1	1-9	02/18/2022	4	2 (Employee Referral)
2021-17199	Assignment Manager	1	1-9	10/20/2021	1	4 (Local Job Network)
2021-18039	News Producer	1	1-9	11/03/2021	1	2 (Employee Referral)

2021-18328	Reporter	1	1-9	05/03/2022	7	2 (Employee Referral)
2022-19297	Reporter	1	1-9	07/11/2022	2	2 (Employee Referral)
2021-17736	Sales Assistant	1	1-9	10/27/2021	3	2 (Employee Referral)
2022-18475	Sales Support Lead	1	1-9	01/28/2022	1	2 (Employee Referral)
2022-18873	Sales Support Lead	1	1-9	06/07/2022	1	2 (Employee Referral)
2022-18933	Traffic Coordinator	1	1	04/06/2022	1	1 (Internal Promotion)
2022-18824	Traffic Supervisor	1	1-9	03/22/2022	2	2 (Employee Referral)
2022-18751	Video Production Technician	1	1-9	02/25/2022	1	3 (Company Website)
2021-18435	Videographer Editor	1	1-9	02/04/2022	1	3 (Company Website)
2022-19619	Videographer Editor	1	1-9	07/25/2022	3	9 (LinkedIn)

Recruitment Sources					
Source Number	Source Name	Contact Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by Source Over Reporting Period	# of Hires Referred by Source Over Reporting Period
1	Internal Promotion	Not Applicable - Current employees have access	N	2	1
2	Employee Referral	Not Applicable - Referrals	N	13	11
3	Company Website	www.tdstelecom.com/careers	N	9	4
4	Circa & DiversityJobs.com (formerly Local JobNetwork)	Melissa Thorsen - melissa.thorsen@circaworks.com	N	1	1
5	Indeed	Alyssa Tefft – alyssatefft@indeed.com	N	4	3
6	Social Media	Not Applicable - Message about open positions and push readers to Company Website	N	0	0
7	Glassdoor (Now merged with Indeed)	Sam Cook – sam.cook@glassdoor.com	N	0	0
8	Google	Not Applicable – Automatically scrapes jobs	N	1	0
9	LinkedIn	Damola Kale – dkale@linkedin.com	N	6	1

Recruitment Initiatives

Job Postings

TDS Telecommunications, LLC, and by extension, Zolo Broadcasting LLC, partners with Local Job Network (now Circa) to post all of our external job postings on State and local Employment Service Delivery Systems (ESDS) where the job openings occur. In Deschutes County, all jobs are cross-posted on the Worksource Oregon Employment Department.

In an effort to reach a more diverse candidate pool, Zolo Broadcasting LLC also partners with DiversityJobs.com, which cross-posts our job postings to the following diversity sites: VeteranJobs.net, AfricanAmericanHires.com, AsianHires.com, WeHireWomen.com, AllHispanicJobs.com, LatinoJobs.org, ALLGBTJobs.com, DisabilityJobs.net, NativeJobs.org and OverFiftyJobs.com.

Training Program

Station personnel are encouraged to apply to the TDS Telecom University program, which is a program with the intent to invest in employees currently in hourly non-exempt through exempt salary grades (1-4) who display the aspiration, ability, agility, attitude and engagement to be our next generation of leaders. This should be viewed as a tremendous opportunity for those selected, as well as a motivator for those not selected to position themselves as a potential candidate for future "classes" through outstanding performance and engagement. The TDS Telecom University program is available to employees in all locations, which allows entry to mid-level employees the opportunity to cross-train in other areas of the organization, thus developing their skills to become future business leaders and promote within the company. Currently there are 16 students from across the country participating in the TDS Telecom University program.

Training of Management

TDS Telecommunications LLC, and by extension Zolo Broadcasting LLC, offers a training session to people leaders – Civil Treatment for Leaders. This course provides people leaders with the tools they need to manage fairly and legally in today's changing workplace. Topics include sexual and general harassment, discrimination, protected protest, employee accommodations and unjust dismissal. Using design, participants serve as witnesses and jurors in simulated cases, learning first-hand how their conduct can either cause or prevent liability and other workplace problems. The following station leader attended the Unconscious Bias Training between October 1st, 2021 and September 30th, 2022:

Leader	Title
Cynthia Duddy	Traffic Supervisor
Gary Sommer	General Sales Manager

Mentorship Program

At TDS Telecom, including Zolo Broadcasting LLC, our shared value 'Invest in People' is a cornerstone of our company culture. Our mentorship program provides a way for associates to connect with experienced mentors to empower and support career progression and development. We've trained a diverse group of leaders to serve as mentors in the program. As a soft launch to this new endeavor, high-performing, highly engaged associates are referred to participate via Officer and/or Director recommendation. Referred mentees can view profiles for each available mentor to decide who may be the best fit based on developmental goals, needs, and interests. The relationship is managed by the mentee and mentor in such a fashion that supports the goals of the mentee.