



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

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. WUNW Reporter	nbcrightnow.com	10/29/2020	6	1-23
2. Multimedia Journalist	TV Jobs	12/7/2020	8	1-23
3. MMJ/Telemundo	nbcrightnow.com	1/4/2021	5	1-23
4. Account Executive	nbcrightnow.com	1/4/2021	8	1-3,5-23
5. Sports Anchor/Reporter	TV Jobs	2/8/2021	6	1-3,5-23
6. SWX Production Technician	Indeed	3/1/2021	5	1-3,5-23
7. Senior Director	Internal Promotion	4/12/2021	1	Promotion
8. Local Sales Assistant	Indeed	4/30/2021	5	1-3,5-23
9. Account Executive	Indeed	4/30/2021	6	1-3,5-23
10. Multimedia Journalist	TV Jobs	5/24/2021	5	1-3,5-23
11. Newscast Producer	TV Jobs	6/23/2021	5	1-3,5-23
12. Producer	Internal Promotion	6/28/2021	1	Promotion
13. Multimedia Journalist	TV Jobs	7/19/2021	4	1-3,5-23
14. Account Executive	nbcrightnow.com	8/9/2021	11	1-3,5-24
15. Director of Engineering	Internal Promotion	9/1/2021	3	Promotion
16. Commercial Producer	nbcrightnow.com	9/13/2021	3	1-3,5-23
Total Number of Persons Interviewed During Applicable Period:			82	

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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	5	3
2	KNDU.com KNDO.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	
4	Charter College	Marilyn Limcarreon 5278 Outlet Drive, Pasco WA 99301 (509) 546-3900 203 marilyn.limcarreon@prospecteducation.com	0	
5	Eastern Washington University Career Services	Career Services 114 Showalter Hall, Cheney WA 99004- 509-359-6365 careers@ewu.edu	0	
6	Napoli Management Group	Mendes Napoli 8844 W Olympic Blvd STE 100, Beverly Hills CA 90211 (310) 385-8222 nmq@tvtalet.com	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	
8	Spokane Tribe of Indians	Jennifer Covington PO Box 206, Wellpinit, WA 99040 (509) 458-6569 hradmin@spokanetribe.com	0	
9	Tri-Tech Skills Center	Mike Greif 5929 W. Metaline Ave., Kennewick, WA 99337 (509) 222-5810 mike.greif@ksd.org	0	
10	TV Jobs	Employment Svc P.O. Box 4116 Oceanside, CA 92052-4116 (800) 374-0119 admin@tvjobs.com	30	5
11	Walla Walla University	Career Center 204 S College Ave, College Place, WA 99324 (509) 527-2664 career@wallawalla.edu	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	Caitlin Goodwill P.O. Box 22520, Yakima, WA 98907 (509) 574-6870 cgoodwill@yvcc.edu	0	
14	Yakima Valley Technical Center	Ryan Broom 1116 S. 15th Ave., Yakima, WA 98902 (509) 573-5000 broom.ryan@yakimaschools.org	0	
15	Craigslist	Craig Newmark PO Box 225159, San Francisco CA 94122-5159 Phone: 415-566-9844 website: www.craigslist.org	5	
16	Gonzaga University	Gonzaga University -Katherine Brackmann(handshake.com) 502 E Boone Ave, Spokane WA 99258 (509) 313-4237 brackmann@gonzaga.edu WEB: https://gonzaga.edu/ZagsIgnite .	0	

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17 Whitworth University	Whitworth University -Kimberly Ortiz(handshake.com) 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 (208) 769-3297 www.nic.edu/career/jobs	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 http://www.wsab.org/jobbank_employers.html	0	
20 Worksource	Jeff Miller 130 S Arthur, Spokane WA 99202 www.worksourcewa.com	0	
21 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/career	0	
22 Indeed.com	https://employers.indeed.com/m 800-475-4361	26	3
23 University of Idaho	Career Services 875 Perimeter Dr MS 2534, Moscow, ID 83844-2534 https://www.uidaho.edu/current-students/career-services	0	
24 Monster	www.monster.com Weston, MA	1	
25 LinkedIn.com	Career Page https://www.linkedin.com/	0	
26 YouTube	Youtube.com https://www.youtube.com San Bruno, CA	0	
Total interviews for all full time vacancies filled:		82	16

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 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.
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.
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.
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.