

2017:

ANNUAL EEO PUBLIC FILE REPORT as AMENDED

Licensee: TDS Broadcasting LLC

Period Covered: October 1, 2016 through September 30, 2017 (Amended on 4/12/2018)

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: 55

[Zolo Media/KOHD Website](#)

[KOHD EEO Public File Reports](#)

Fulltime Positions Filled							
Req ID	Job Title	# of Full-Time Vacancies Filled	Sources Used to Fill Vacancy	Date Filled	# of Candidates	# of Interviews	Hire Source
2017-11562	ANCHOR REPORTER	1	1-9	08/06/2017	3	1	1 (Internal)
2016-10634	SALES ASSISTANT	1	1-9	11/27/2016	10	4	1 (Internal)
2017-10973	SALES ASSISTANT	1	1-9	3/13/2017	16	7	6 (Indeed)
2016-10903	MASTER CONTROL OPERATOR	1	1-9	2/13/2017	10	1	6 (Indeed)
2017-11008	INTERN	1	1-9	6/19/2017	7	2	6 (Indeed)
2016-10307	ACCOUNT EXECUTIVE-ZOLO MEDIA	4	1-9	1/16/2017	59	19	1 (Internal); 2 (Employee Referral); 3 (Job Agent); 4 (Co. Website)
2017-11044	ACCOUNT EXECUTIVE-ZOLO MEDIA	2	1-9	4/3/2017	9	6	1 (Internal); 2 (Employee Referral)
2017-11188	ACCOUNT EXECUTIVE-ZOLO MEDIA	1	1-9	6/26/2017	1	1	2 (Employee Referral)
2017-11165	LOCAL SALES MANAGER	1	1-9	5/8/2017	3	1	2 (Employee Referral)
2016-10852	ACCOUNT EXECUTIVE-ZOLO MEDIA	1	1-9	5/1/2017	19	2	4 (Co. Website)

2017-11171	SR SALES ASSISTANT	1	1	4/2/2017	1	1	1 (Internal)
2017-11198	CREATIVE SERVICES PRODUCER	1	1-9	6/12/2017	32	7	5 (Employment Agency)
2017-11515	REPORTER	1	1-9	8/14/2017	12	3	6 (Indeed)

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	Not Applicable - Current employees have access	N		5
2	Employee Referral	Not Applicable - Referrals	N	11	4
3	Job Agent	Automated Email Generated by Posting	N	1	1
4	Company Website	www.tdstelecom.com/careers	N	3	2
5	Employment Agency	TargetCW, Anabel Cordero anabel@targetcw.com	N	1	1
6	Indeed	James Lenahan - jlenahan@indeed.com	N	16	4
7	Local JobNetwork	Lauren Sanders (lauren.sanders@localjobnetwork.com)	N	1	0
8	Social Networking	Not Applicable - Message about open positions and push readers to Company Website	N	3	0
9	Glassdoor	Charley Fruchtman - charley.fruchtman@glassdoor.com	N	2	0

2017 Recruitment Initiatives

Training to Management Level Personnel

Civil Treatment for Leaders (CTL) is an important training course that all newly-hired or –promoted TDS leaders are required to attend. CTL is a 1-day, in-person class with other leaders. This class occurs within approximately six months of the new leader’s start date. Following is a brief description of the course:

Civil Treatment for Leaders (CTL): During New Hire Orientation employees completed an online course called Civil Treatment for Employees (CTE). CTL builds upon topics covered in CTE and is a required course for leaders which provides the necessary tools for managing fairly and legally in today's changing workplace. Topics include sexual and general harassment, discrimination, EEO, FMLA, employee accommodations and unjust dismissal, as examples.

The following KOHD leaders received this training between the dates of October 1, 2016 – September 30th, 2017:

Instructor	Leader	Date of Training
HR Business Partner II	Chief Broadcast Engineer	8/9/2017
HR Business Partner II	Local Sales Manager	7/12/2017
Manager – Employee Relations	Manager – News & Local Content	3/22/2017

Internship Program

TDS Broadcasting LLC has a college-level internship program, which was established in April 2017. A student from Oregon State University is currently participating in this program as a creative services and production intern for the station. The internship provides hands-on experience learning the process of conceptualizing, writing, producing and editing television commercials and content. This intern will also gain experience with tools and equipment like Adobe Premier Pro, After- Effects & Photoshop, as well as various cameras, including an FS700 XD Camera, basic lighting and sound equipment. The intern is supervised by a Marketing Manager. Her training is coordinated amongst several additional team members.