

2020:

ANNUAL EEO PUBLIC FILE REPORT

Licensee: TDS Broadcasting LLC

Period Covered: October 1, 2019 through September 30, 2020

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: 39

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
2019-14679	Account Executive	1	1-10	11/13/2019	4	5 (Indeed)
2019-14969	Creative Services Producer	1	1	01/02/2020	1	1 (Internal)
2019-14509	Master Control Operator	1	1-10	10/14/2019	10	1 (Internal)
2019-14771	Master Control Operator	2	1-10	11/27/2019	7	3 (Company Website) 2 (Employee Referral)
2019-14750	Master Control Operator Lead	1	1	10/16/2019	1	1 (Internal)
2019-14552	News Producer	1	1-10	10/29/2019	2	5 (Local Job Network)
2019-15038	Reporter	1	1	12/24/2019	1	1 (Internal)
2020-15626	News Production Intern	1	1-10	07/09/2020	1	2 (Employee Referral)
2020-15642	News Intern	1	1-10	07/09/2020	3	10 (Google)
2020-15405	Videographer Editor	1	1-10	07/15/2020	11	8 (Zip Recruiter)

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	4	3
2	Employee Referral	Not Applicable - Referrals	N	6	2
3	Company Website	www.tdstelecom.com/careers	N	7	1
5	Indeed	Olivia Gold – ogold@indeed.com	N	6	1
5	Local JobNetwork	David Cheyne - david.cheyne@localjobnetwork.com	N	1	1
6	Social Media	Not Applicable - Message about open positions and push readers to Company Website	N	2	
7	Glassdoor	Sam Cook – sam.cook@glassdoor.com	N	1	
8	ZipRecruiter	Adam Ulibarri – adam@ziprecruiter.com	N	3	1
9	LinkedIn	Stephanie Zoellick– swilbrandt@linkedin.com	N	3	
10	Google	Not Applicable – Automatically scrapes jobs	N	4	1

Recruitment Initiatives

Internship Program

TDS Broadcasting LLC has a college-level internship program. Five (5) interns have participated in the program during the reporting period. The Creative Services Intern was a student from Central Oregon Community College. This internship provided the student with direct experience script writing, shooting and editing of video commercials, content production and client engagement.

The remaining four internship opportunities were News Production Interns. These interns gained valuable on-the-job experience with video production. Specifically, preparing video segments for news casts, capturing stories and operating both cameras and field equipment.

Two of the five interns were successfully converted to full-time, benefited positions with TDS Broadcasting during the reporting period.

Student Engagement

During the reporting year TDS Broadcasting LLC engaged grade-school and middle-school aged students interested in exploring careers in broadcasting. TDS Broadcasting sponsored a contest for students to create a television commercial for the City of Bend-Clean Water Works Department. Employees of TDS Broadcasting judged the contest and selected a winner to recreate the commercial professionally. The winner was invited onsite to assist hands-on with the production of the commercial. This allowed her to gain experience and insight into the broadcasting industry – utilizing equipment and working with staff to bring her vision to life.

The winner's original creation:

<https://www.youtube.com/watch?v=aJ2sLJSBHos>

Professionally re-created version:

<https://vimeo.com/449407086/acd5c36309>

T-Howard Virtual Meet & Greet

TDS Telecommunications, LLC, and by extension, TDS Broadcasting LLC, has established a partnership with the T. Howard Foundation. T-Howard's mission is to promote diversity in media and entertainment by increasing the number of diverse and underrepresented groups and underserved communities within the industry. As part of TDS' partnership with T-Howard, TDS attended a virtual "Meet & Greet" on September 23rd, 2020, for students and alumni of T-Howard to learn more about our organization. The session also included a virtual job fair where four TDS recruiters met with T-Howard candidates via videoconference to discuss employment opportunities. The recruiters specifically discussed available opportunities at TDS Broadcasting, LLC.

