2026:

ANNUAL EEO PUBLIC FILE REPORT

Licensee: Zolo Broadcasting LLC

Period Covered: October 1, 2025 through September 30, 2026

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: 27
Candidates interviewed are 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
2025-27822	Anchor-News	1	1-11	10/16/2025	3	1 (Internal)
2026-29672	Assignment Manager	1	1-11	8/13/2026	2	2 (Employee Referral)
2026-29742	Assignment Manager (Temporary, LTE)	1	1	8/13/2026	1	1 (Internal)
2025-28184	Broadcast Engineer	1	1	12/22/2025	3	1 (Internal)
2025-28484	Broadcast Graphics & Videographer	1	1-11	2/9/2026	2	5 (Indeed)
2025-28022	Chief Broadcast Engineer	1	1-11	10/16/2025	3	2 (Employee Referral)
2026-28973	Master Control Operator	1	1-11	4/24/2026	2	2 (Employee Referral)
2026-29510	Meteorologist	1	1-11	9/02/2026	4	8 (LinkedIn)
2026-29298	Reporter	1	1-11	06/16/2026	3	3 (Company Website)
2025-28443	Reporter	1	1-11	02/03/2026	2	2 (Employee Referral)
2025-27995	Senior Cinematographer Editor	1	1	10/10/2025	1	1 (Internal)
2026-28889	Technical Director	1	1	03/27/2026	1	1 (Internal)

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	7	6
2	Employee Referral	Not Applicable - Referrals	N	8	3
3	Company Website	www.tdstelecom.com/careers	N	3	1
4	Miratech Circa (formerly Local JobNetwork DiversityJobs.com)	Scott Tabor - scott.tabor@mitratech.com	N	0	0
5	Indeed	Shaker Recruitment Marketing – Eric Clemons - eric.clemons@shaker.com	N	6	1
6	Campus Career Fairs	Not Applicable	N	0	0
7	Google	Not Applicable – Automatically scrapes jobs	N	1	0
8	LinkedIn	Damola Kale – dkale@linkedin.com	N	2	1
9	Zip Recruiter	Shaker Recruitment Marketing – Eric Clemons - eric.clemons@shaker.com	N	0	0
10	TV Ad	Not Applicable – Dependent on TV services	N	0	0
11	General Job Boards	Not Applicable	N	0	0

2026 Recruitment Initiatives

Educational Outreach and Career Awareness Initiatives

Throughout the reporting period, TDS Broadcasting LLC continued its efforts to support workforce development and increase awareness of careers in broadcasting and media through partnerships with local schools and educational programs.

On December 1, 2025, we participated in an Art and Design presentation at Central Oregon Community College (COCC). The presentation provided students with information about careers in broadcasting, media production, visual storytelling, and related creative professions, while highlighting opportunities available within the industry.

On April 10, 2026, TDS Broadcasting participated in a career Job Fair at Redmond High School, where one of our reporters met with students to discuss career opportunities within the broadcasting industry, including journalism, production, technical operations, and media communications.

TDS Broadcasting also maintained its involvement with regional career and technical education programs by participating in the Regional Advisory Committee for the Health Science, Education, and Digital Arts CTE programs on May 5, 2026. One of our associates represented the organization and contributed industry insight regarding workforce trends, career pathways, and skills relevant to media and communications professions.

In addition, TDS Broadcasting attended a Career Day at La Pine Middle School on May 15, 2026. Students were introduced to careers within the broadcasting and media industries and had the opportunity to learn about educational requirements, professional responsibilities, and the diverse roles that support television and news operations.

TDS Broadcasting LLC also remains a participant in the broader TDS internship program, which is designed to provide students and emerging professionals with meaningful exposure to career opportunities within the organization. While TDS Broadcasting did not host an intern during this reporting period, the organization continues to support internship initiatives as an important component of talent development and career exploration.

These activities demonstrate TDS Broadcasting LLC's ongoing commitment to community engagement, career education, and the development of future talent by fostering connections with students, educators, and workforce development partners throughout the communities we serve.

Recruitment Advertising and Community Outreach Initiatives

TDS Broadcasting LLC, in coordination with TDS Telecommunications LLC, utilizes Miratech Circa to support wide distribution of employment opportunities. Through this partnership, external job postings are shared with the applicable state workforce and employment service agencies serving the geographic area of each vacancy. For positions located in Deschutes County, Oregon, openings are distributed through WorkSource Oregon and other appropriate employment resources to maximize visibility among local job seekers.

To expand recruitment efforts beyond traditional employment channels, TDS Broadcasting LLC also leverages DiversityJobs.com as part of its outreach strategy. Through this resource, employment opportunities are promoted to job seekers across numerous diversity-focused communities and recruitment networks, helping increase awareness of available positions among individuals from a variety of backgrounds and experiences.

Diversity-focused outreach channels include, but are not limited to:

- VeteranJobs.net
- AfricanAmericanHires.com
- AsianHires.com

- WeHireWomen.com
- AllHispanicJobs.com
- LatinoJobs.org
- AllLGBTJobs.com
- DisabilityJobs.net
- NativeJobs.org
- BlackCareers.org
- OverFiftyJobs.com

In addition, DiversityJobs.com provides access to a broader network of diversity recruiting resources and professional communities, supporting outreach to veterans, women, older workers, individuals with disabilities, LGBTQIA+ individuals, and other underrepresented talent populations.

These recruitment initiatives demonstrate TDS Broadcasting LLC's ongoing commitment to broad outreach, equal employment opportunity, and attracting qualified candidates from diverse backgrounds throughout the communities it serves.

Strategic Recruitment Marketing Partnership with Shaker

TDS Telecommunications LLC and its affiliate, TDS Broadcasting LLC, utilize Shaker Recruitment Marketing to support the broad dissemination of employment opportunities and expand outreach to qualified candidates. Through this partnership, positions are advertised across a variety of general employment websites, industry-specific job boards, and targeted recruitment channels.

Shaker also supports digital recruitment efforts through search engine marketing and other online advertising strategies designed to increase awareness of available positions and enhance the visibility of job openings across multiple markets.

By leveraging a range of recruitment advertising sources and data-driven campaign management, TDS Broadcasting LLC seeks to maximize the reach of its employment opportunities and attract a broad pool of qualified candidates in support of its Equal Employment Opportunity recruitment efforts.

TDS Telecom University Program – Developing Talent from Within

TDS Broadcasting LLC employees are encouraged to participate in the TDS University Program, a company-wide professional development initiative designed to support career growth, leadership development, and internal advancement opportunities.

The program provides participants with exposure to different areas of the business through cross-functional learning experiences, mentoring, and structured development activities. These opportunities

help employees strengthen their skills, broaden their knowledge of the organization, and prepare for future career progression within TDS.

During the past year, more than 20 associates from various TDS locations across the country participated in the TDS University Program, demonstrating the company's ongoing commitment to employee development and promotion from within. By investing in the growth and advancement of its workforce, TDS Broadcasting LLC supports equal employment opportunity objectives and the development of a qualified and diverse pipeline of future leaders.