



P.O. BOX 600 • SPOKANE, WA 99210 • P (509)448-6000 • F (509)448-3203

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 KHQ TV (Spokane, WA) and KSWX TV (Walla Walla, WA) and is required to be placed in the public inspection files of the station and posted on their website.

The information contained in this Report covers the time period beginning October 1, 2025 to and including September 30, 2026 (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's 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 they were interviewed in person, over the telephone or by e-mail.

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I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Master Control Operator	5, 7-8, 10, 12, 21, 23-24, 28, 30, 34, 36, 39-40, 46-49	21
Producer	1-3, 5-7, 9-10, 12-13, 21-24, 27-28, 30, 32, 34-35, 37-38, 40, 45-47	21
Producer	1-3, 5-7, 9-10, 12-13, 21-24, 27-28, 30, 32, 34-35, 37-38, 40, 45-47	9
Weather Anchor/ Reporter	1, 3, 5-8, 10, 12-13, 15, 18, 21-24, 26- 28, 30, 32-42, 45-46, 48-49	15
Director	1-3, 5-8, 10, 12-13, 15, 21-24, 27-28, 30, 32, 34-35, 37-42, 45-49	21
Reporter	1, 3-10, 12, 16, 18, 21-24, 27-28, 30, 32 -42, 45-50	16
Reporter	1, 3-10, 12, 16, 18, 21-24, 27-28, 30, 32 -42, 45-50	9
Director of Strategic Partnerships	1-3, 5-8, 10, 12-13, 15, 21-24, 27-28, 30, 32, 34-35, 37-40, 42-43, 45-49	13
Weather Anchor/ Reporter	1, 3-7, 10, 12-13, 16, 18, 21-24, 27-28, 30, 32-42, 45-48	21
Photographer	1-3, 5-8, 10, 12-13, 15, 21-24, 26-28, 30, 32, 34-35, 37-42, 45-49	15
Producer	1-3, 5-8, 10-13, 17, 19-24, 27-30, 32-49	21
Producer	1-3, 5-8, 10-13, 17, 19-24, 27-30, 32-49	44
Producer	1-3, 5-8, 10-13, 17, 19-24, 27-30, 32-49	44
Digital Content Producer SWX	1, 3, 5-8, 10, 12-13, 15, 21-24, 27-28, 30, 32, 34-35, 37-42, 45-49	15
Content Manager	1, 3, 5-8, 10, 12-13, 15, 21-24, 27-28, 30, 32, 34, 37-41, 45-46, 48-49	15
Marketing Consultant	1, 3, 5-10, 12-14, 21-24, 27-28, 30, 32, 34-35, 37-42, 45-49	9
Marketing Specialist	1, 3, 5-10, 12-13, 21-24, 27-28, 30, 32, 34-35, 37-42, 45-46, 48-49	13
Master Control Operator	1, 3, 5-7, 10, 12-13, 21-24, 27-28, 30, 32, 34-35, 37-42, 45-46, 48	13
Master Control Operator	1, 3, 5-7, 10, 12-13, 21-24, 27-28, 30, 32, 34-35, 37-42, 45-46, 48	13
Master Control Operator	1, 3, 5-7, 10, 12-13, 21-24, 27-28, 30, 32, 34-35, 37-42, 45-46, 48	13
YouTube Digital Content Producer	1, 3, 5-10, 12-14, 21-24, 27-28, 30, 32, 34-35, 37-42, 45-46, 48-49	9

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multimedia Sales Manager	1, 3-5, 7-8, 10, 12-13, 18, 21-25, 27-28, 30-42, 45-49	21
Master Control Operator	3, 5-8, 10, 12-13, 21-24, 27-28, 30, 32, 34-35, 37-42, 45-49	13
Master Control Operator	3, 5-8, 10, 12-13, 21-24, 27-28, 30, 32, 34-35, 37-42, 45-49	13
Director, SWX Brand and Experiences	3, 6-10, 12-13, 21-24, 27-28, 30, 32, 34 -35, 37-42, 45-46, 48-49	9
Live Sports Director and Producer SWX	3-10, 12-14, 18, 21, 23-24, 27-28, 30, 32-42, 45-49	9
Technical Media Producer	3, 5-8, 10, 12-15, 21-24, 27-28, 30, 32, 34-35, 37-42, 45-49	15
News Videographer	3, 5-8, 10, 12-13, 21-24, 27-28, 30, 32, 34-35, 37-42, 45-49	13
Accounts Payable	3-8, 10, 12-13, 18, 21-24, 27-28, 30, 32 -42, 45-49	13

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Arizona State University 1151 S. Forest Ave Tempe, Arizona Boldie Jin Manual Posting	N	0
2	Boise State University 1910 University Dr. Boise, Idaho Ronlad Wonder Manual Posting	N	0
3	Brigham Young University Idaho 525 S. Ctr. Rexburg, Idaho Hanna Montana Manual Posting	N	0
4	California Baptist University 3739 Adams St. Riverside, California Monica Willow Manual Posting	N	0
5	Central Washington University 400 E. University Way MS 7438 Ellensburg, Washington 98926 Phone : 509-963-1055 Url : https://cwu-csm.symplicity.com Vikki Sannuto Manual Posting	N	0
6	Chapman University 1 University Dr. Orange, California Phone : 4064474300 Carrol Singer Manual Posting	N	1
7	Columbia Basin College Handshake 2600 N. 20th Ave. #2487 Pasco, Washington 99301 Phone : 509-542-4487 Url : https://columbiabasin.edu Career Placement Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Eastern Washington University 926 Elm St. PUB 332 Cheney, Washington 99004 Phone : 509-359-6365 Url : https://app.joinhandshake.com/login Stern WA Manual Posting	N	0
9	Employee Referral	N	12
10	Gonzaga University 502 E. Boone Ave Spokane, Washington 99258 Phone : 509313-4344 Url : https://gonzaga-csm.symplicity.com Katherine Brackmann Manual Posting	N	2
11	Helena College University of Montana 1115 N. roberts St. Helena, Montana Indie Deed Manual Posting	N	0
12	Idaho State University 921 South 8th Avenue Pocatello, Idaho 83209 Phone : 208-282-4636 Url : https://app.joinhandshake.com/login Career Placement Manual Posting	N	0
13	Indeed 6433 Champion Way Bldg 1 Austin, Texas 78750 Phone : 800-475-4361 Url : https://employers.indeed.com Job Board Manual Posting	N	24
14	Indeed.com	N	12
15	Internal Transfer/Promotion	N	13
16	Internship Program	N	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Martin Luther King Jr. Outreach Center 500 S. Stone Spokane, Washington 99202 Phone : 509-868-0856 Url : https://mlkspokane.org Email : fgandy@mlkspokane.org Career Listings	N	0
18	Michigan State University 220 Trowbridge Rd. East Lansing, Michigan Tammy Waters Manual Posting	N	0
19	Montana State University Bozeman 437 Culbertson Hall Bozeman, Montana Kiran Dreamer Manual Posting	N	0
20	Napoli Management Group 700 N. San vicente Blvd Hollywood, California 90069 Phone : 310-385-8222 Url : https://tvtalent.com Email : nmg@tvtalent.com Medes Napoli	N	0
21	NonStop Local Website KHQ Inc- KNDO- KNDU- Cowles Montana Media- VISTA Cowles career page 1201 W. Sprague Ave Spokane, Washington 99201 Phone : 509-448-3245 Url : https://nonstoplocal.com/employment/ Jennifer Bruna Manual Posting	N	19
22	Oregon State University 1500 SW Jefferson Ave Corvallis, Oregon Boze Mon Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Spokane Community College 1810 N. Greene St. Spokane, Washington 99217 Phone : 509-533-8855 Url : https://spokanecc-csm.symplicity.com/ Career Services Manual Posting	N	0
24	Spokane Falls Community College 3410 W. Fort George Wright Dr. Spokane, Washington 99224 Phone : 509-533-3540 Url : https://www.collegecentral.com/sfcc-spokane/ Corrin Falls Manual Posting	N	0
25	Spots N Dots 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : https://www.spotsndots.com/ Job Listings Manual Posting	N	0
26	Station Website	N	2
27	Syracuse University 303 University PL Syracuse, New York Kiran Dreamer Manual Posting	N	0
28	The College of Idaho 2112 Cleveland Blvd. Caldwell, Idaho 83605 Phone : 208-459-5011 Url : https://app.joinhandshake.com/login Idie Hoe Manual Posting	N	0
29	Tri Tech Skills Center 5929 W. Metaline Ave. Kennewick, Washington 99337 Phone : 509-222-5810 Url : https://tritech.ksd.org/ Email : Lisa.mckinney@kds.org Lisa Mckinney	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	TV Jobs P.O BOX 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Sharon Roe Manual Posting	N	0
31	TV News Check 238 Crosshill Road Wynnewood, Pennsylvania 19096 Phone : 610-649-7989 Url : https://tvnewscheck.com/jobs/ Mary Kline Manual Posting	N	0
32	University of Arkansas Administration Building 425 Fayetteville, Arkansas Kinsley Hoover Manual Posting	N	0
33	University of Missouri W007 Locust St. Columbia, Missouri Robert Hall Manual Posting	N	0
34	University of Montana 32 Campus Drive Missoula, Montana 59812 Phone : 406- 243-0211 Url : https://app.joinhandshake.com/login Career Placement Manual Posting	N	0
35	University of North Texas 1501 W. Chesnut Ave. Denton, Texas Phone : Monty Job Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	University of Oklahoma 660 Parrington Oval Norman , Oklahoma Phone : 4053250311 Norman Lee Manual Posting	N	0
37	University of Oregon 1585 E. 13th Ave Eugene, Oregon Idue Sha Manual Posting	N	0
38	University of Washington 1900 Commerce St Tacoma, Washington Phone : 5099907880 Daisy Rhoads Manual Posting	N	0
39	Unniveristy of Idaho 875 Perimeter Dr. MS 2534 Moscow, Idaho 83844 Phone : 208- 885-6111 Url : https://app.joinhandshake.com/login Career Placement Manual Posting	N	0
40	Walla Walla University 204 S. College Ave College Place, Washington 99324 Phone : 509-527-2664 Url : https://app.joinhandshake.com/login Career Placement Manual Posting	N	0
41	Washington State Association of Broadcasters 724 Columbia St. NW Olympia, Washington 98501 Phone : 541-419-0141 Url : http://www.wsab.org Email : kshipman@wsab.org Keith Shipman	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	Washington State University 1815 Wilson Road Pullman, Washington 99164 Phone : 509-335-4575 Url : https://murrow.wsu.edu/ Email : communications@wsu.edu Camille Vaughn	N	0
43	Washington State University 382 Murrow Pullman, Washington Phone : Tammy Ringer Manual Posting	N	0
44	Washington State University Career Fair	N	2
45	Western Washington University 516 High St. Bellingham, Washington Wyonna Bell Manual Posting	N	0
46	Whitworth University 300 W. Hawthorne Rd. Spokane, Washington 99218 Phone : 509-777-3272 Url : https://app.joinhandshake.com/login Kimberly Ortiz Manual Posting	N	0
47	Worksource 130 S. Arthur St. Spokane, Washington 99202 Phone : 509-532-3120 Url : https://secure.eds.wa.gov/hme/worksourcewa/employee Jennifer Funkerhouser Manual Posting	N	0
48	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
49	Yakima Valley Community College PO Box 22520 Yakima, Washington 98907 Phone : 509-574-6800 Url : https://app.joinhandshake.com/login Maricela Ramos Manual Posting	N	0
50	YouTube - Not Directly Contacted by SEU	N	3
TOTAL INTERVIEWS OVER REPORTING PERIOD:			94

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Establishment of a mentoring program	Cowles Company, owner of KHQ, Inc. offers a structured manager development program centered on leadership, people management, and HR best practices through curated online trainings and a quarterly newsletter. Highlighted topics include strategies for prioritizing mental health at work; understanding the organization's Employee Assistance Program (EAP) and maximizing its counseling and support services; and guidance on addressing performance issues with empathy and effectiveness. Materials emphasize practical tools, policy alignment, and equitable application of practices to foster a healthy, compliant, and high-performing workplace, empathy and effectiveness.	120	Benefits, Culture and Engagement
2	Ongoing Event	Establishment of an intern program designed to assist members of the community	This initiative provides structured, hands-on training and mentorship to prepare emerging talent for broadcast careers. Under the guidance of experienced production managers, technical directors, and senior photographers, participants learn safety practices, live-event workflows, broadcast standards, and technical proficiency required for high-quality sports coverage. The program emphasizes teamwork, reliability, and readiness for full-time employment in roles such as field camera operator and production assistant; many alumni have leveraged this experience into freelance assignments with ESPN and other regional/national sports networks, demonstrating the program's effectiveness as a pipeline to the industry.	1	SWX Station Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	Ongoing Event	Sponsorship of events in the community designed to increase public awareness	The tours provided a behind-the-scenes look at local broadcast operations while introducing participants to career paths in news, production, engineering, digital, and support roles. Presenters discussed job responsibilities, core qualifications, and typical education/skills for roles in the broadcast industry, and outlined pathways for further engagement such as job shadows, internships, and entry-level opportunities. The initiative builds industry awareness, fosters community engagement, and supports the talent pipeline for future media careers.	2	HR Operations Coordinator Director of Employee Development
4	Ongoing Event	Establishment of an intern program designed to assist members of the community	The internship program provides hands-on exposure to newsroom, technology, and marketing operations, introducing students to reporting/producing and digital workflows, IT support and systems, and audience engagement, promotion, and brand strategy. Interns receive mentorship, training on industry tools and standards, and opportunities to contribute to real projects under professional supervision. The program builds career readiness, broadens understanding of broadcast roles beyond on-air positions, and strengthens the stations' talent pipeline for future internships, freelance work, and entry-level employment.	1	Director of Employee Development
5	Ongoing Event	Participation in scholarship programs	The KHQ Inc. Lon Lee Scholarship and Support Fund is designed to encourage and support aspiring broadcasters by providing financial assistance to communications students at Washington State University's Edward R. Murrow College of Communication. The scholarship recognizes academic progress and professional intent in broadcasting-related fields, helping reduce financial barriers and strengthening the pipeline of talent entering the local and regional media industry.	1	President

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	2/13/2026	Participation in Job Fairs	KHQ INC, and Montana Media Company participated in the Selkirk Middle School Career Fair on February 13th, 2026. One Anchor and a Station representative spoke to about 120 students about various employment opportunities within our companies and answered questions related. Also spoke to them about internship programs and job shadow programs offered within the company.	2	Anchor Senior Marketing Consultant
7	3/10/2026	Participation in events or programs sponsored by educational institutions	KHQ Inc and Cowles Montana Media Company participated in WSU day in Pullman Washington on March 10th, 2026. Station representatives met one-on-one with students to discuss career pathways, internships, and current employment opportunities, and to share guidance on application and hiring processes. This outreach supports equal employment opportunity by engaging a broad and diverse pool of prospective candidates, strengthening students' career readiness, and building a talent pipeline for future internships and employment within our stations.	6	Director of Employee Development HR Operations Coordinator MMJ SWX Sports Director
8	Ongoing Event	Participation in other activities designed by the station employment unit	The job shadow program introduces students to broadcasting careers by immersing them in real newsroom workflows—from identifying meaningful community stories to producing them for air and digital. In this reporting period's session, students participated in a "full newsroom takeover" experience, observing and assisting with elements of story development, scripting, shooting, and post-production under professional supervision. The program is designed to build career awareness, demonstrate the collaboration required to bring a story from concept to completed segment, and encourage future exploration of internships and entry-level opportunities.	4	Director of Employee Development Production Manager Director of Recruitment and Training Senior Newscast Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	3/11/2026	Establishment of training programs for station personnel	This session provided practical legal guidance tailored to day-to-day newsroom and content operations, focusing on risk awareness, standards-aligned decision-making, and legally sound workflows. Instructors reviewed core principles of defamation and libel, lawful newsgathering practices, copyright and fair use, and current legal trends affecting digital and social content. The training equips employees to identify and mitigate legal risk, uphold ethical and compliant journalism, and strengthen NonStop Local's culture of continuous learning and legal readiness.	120	Senior Director of Audience and Marketing
10	3/24/2026	Participation in other activities designed by the station employment unit	This outreach provided an informal, high-engagement forum for students to explore career pathways in local television and connect directly with working professionals across reporting, producing, photography, digital, and supporting roles. Representatives shared information about current job openings and internships, clarified application procedures and timelines, and offered practical guidance tailored to early-career candidates. The visit advanced our equal employment opportunity efforts by engaging a wide and diverse candidate pool, strengthening the recruiting pipeline, and increasing awareness of opportunities across KHQ, Inc. and Cowles Montana Media Company stations.	6	Director of Employee Development Production Manager Marketing Specialist Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
11	3/27/2026	Participation in Job Fairs	Representatives introduced students to careers in journalism and broadcast—covering newsroom, production, digital, and supporting roles—while outlining current employment opportunities at KHQ, Inc. and Cowles Montana Media Company. They explained internship programs, including eligibility requirements, application steps, and timelines, and offered practical guidance on preparing competitive materials. The event advanced students' career readiness and strengthened our talent pipeline by building relationships with emerging journalists from diverse backgrounds.	4	Senior Director of News and Editorial Content General Manager News Director Anchor
12	4/9/2026	Establishment of an intern program designed to assist members of the community	The session delivered practical, industry-informed guidance on interview preparation, demo reel development, on-camera presentation, storytelling fundamentals, and related job-search skills tailored to entry-level broadcast roles. This outreach is designed to advance students' career readiness and strengthen the stations' recruiting pipeline by building relationships with emerging journalists from diverse backgrounds.	1	Senior Director of News and Editorial Content
13	Ongoing Event	Hosting of Job Fair	KHQ INC Sponsored, planned and participated in the Nonstop Local KHQ/ Worksource Spokane County Career Expo 2026 on April 14th, 2026. the Director of Employee Development, HR Operations Coordinator and several station representatives Spokane with job seekers about careers and internship possibilities at KHQ-TV, KNDO-TV, KNDU-TV and COWLES Montana Media Stations. they also talked about careers in media and journalism, the paths and typical education for the various positions and entry level positions at all locations. This year there were over 150 booths and 1, 500 job seekers in attendance.	7	HR Operations Coordinator Director of employee Development Anchor Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
14	4/24/2026	Participation in Job Fairs	The Director of Employee Development and the HR Operations Coordinator participated in the Mead School District 7th Grade Career Fair on April 21st, 2026. They spoke with over 300 Students from 4 Middle schools about careers in Broadcast, journalism and media and the skills required for those positions. They also discussed the job shadow program and internship programs available at KHQ INC, and Cowles Montana Media Company.	2	Director of Employee Development HR Operations Coordinator
15	5/14/2026	Participation in Job Fairs	Station representatives introduced students to careers in broadcasting, journalism, production, engineering, and digital media, explaining core skills, education pathways, and the variety of roles within a local news organization. They outlined internship possibilities, described current job categories, and provided practical guidance on how to apply for internships or request a job shadow when eligible. The event built early awareness of media careers, promoted equitable access to information, and strengthened the stations' pipeline for future interns and entry-level candidates.	2	Director of Employee Development HR Operations Coordinator
16	5/21/2026	Participation in Job Fairs	This outreach introduced students to the fundamentals of local broadcast news through interactive, accessible demonstrations of cameras, production tools, and other newsroom technology. Presenters explained how behind-the-scenes roles—such as camera operator, production assistant, and technical support—work together to create television content and encouraged students to ask questions and explore interests. Designed to be hands-on and fun, the event exposed students to media technology, supported curiosity and learning, and strengthened our stations' connection with the local community.	4	HR Operations Coordinator Director of Employee Development Weather Anchor/ Reporter Marketing Specialist

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17	5/21/2026	Establishment of training programs for station personnel	This training focused on inclusive workplace practices that recognize employees' abilities, contributions, sense of belonging, and individual strengths. Content reinforced the organization's commitment to equal employment opportunity by promoting nondiscrimination, respectful conduct, and fair, consistent evaluation practices, including for individuals with disabilities. The session is part of ongoing EEO and DEI initiatives designed to build a workplace where all employees are valued and empowered to contribute at their highest potential.	120	Senior Director of Audience and Marketing