

ANNUAL EEO PUBLIC FILE REPORT

Licensee: TDS Broadcasting LLC

Period Covered: October 1, 2016 through September 30, 2017.

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

Fulltime Positions Filled						
Req ID	Job Title	# of Full-Time Vacancies Filled	Sources Used to Fill Vacancy	Date Filled	# of Candidates	# of Interviews
2017-11562	ANCHOR REPORTER	1	1-9	08/06/2017	3	1
2016-10634	SALES ASSISTANT	1	1-9	11/27/2016	10	4
2017-10973	SALES ASSISTANT	1	1-9	3/13/2017	16	7
2016-10903	MASTER CONTROL OPERATOR	1	1-9	2/13/2017	10	1
2017-11008	INTERN	1	1-9	6/19/2017	7	2
2016-10307	ACCOUNT EXECUTIVE-ZOLO MEDIA	4	1-9	1/16/2017	59	19
2017-11044	ACCOUNT EXECUTIVE-ZOLO MEDIA	2	1-9	4/3/2017	9	6
2017-11188	ACCOUNT EXECUTIVE-ZOLO MEDIA	1	1-9	6/26/2017	1	1
2017-11165	LOCAL SALES MANAGER	1	1-9	5/8/2017	3	1
2016-10852	ACCOUNT EXECUTIVE-ZOLO MEDIA	1	1-9	5/1/2017	19	2
2017-11171	SR SALES ASSISTANT	1	1	4/2/2017	1	1
2017-11198	CREATIVE SERVICES PRODUCER	1	1-9	6/12/2017	32	7
2017-11515	REPORTER	1	1-9	8/14/2017	12	3

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	Current Employees	Y - Automatic		5
2	Employee Referral	Referrals	N	11	4
3	Job Agent	Automated Email Generated by Posting	Y - Automatic	1	1
4	Company Website	www.tdstelecom.com/careers	Y - Automatic	3	2
5	Employment Agency		N	1	1
6	Indeed	James Lenahan - jlenahan@indeed.com	Y - Automatic	16	4
7	Local JobNetwork*	Lauren Sanders (lauren.sanders@localjobnetwork.com)	Y - Automatic	1	
8	Social Networking	Post & Source jobs on our Social Sites. Personal & Company.	N	3	
9	Glassdoor	Charley Fruchtman - charley.fruchtman@glassdoor.com	Y - Automatic	2	

2017 Recruitment Initiatives

XIV: Training to Management Level Personnel

Civil Treatment for Leaders (CTL) is an important training course that TDS new leaders, either by way of promotion or external hires, are scheduled to attend is a 1-day, in-person with other leaders. This class will occur 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.

V: Internship Program

TDS Broadcasting LLC established a college level internship program in April 2017 – present. A student from Oregon State University is currently participating 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 get 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.