

September 29, 2022

**KAPP 35.1, KAPP 35.2, KAPP 35.3, KAPP 35.4, KAPP 35.5, KAPP 35.6, KAPP 35.7,
KVEW 42.1, KVEW 42.2, KVEW 42.3, KVEW 42.4, KVEW 42.5, KVEW 42.6, and
KVEW 42.7**

2021 – 2022 ANNUAL EEO PUBLIC FILE REPORT

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KAPP 35.1, KAPP 35.2, KAPP 35.3, KAPP 35.4, KAPP 35.5, KAPP 35.6, KAPP 35.7, KVEW 42.1, KVEW 42.2, KVEW 42.3, KVEW 42.4, KVEW 42.5, KVEW 42.6, and KVEW 42.7 and is required to be placed in the public inspection files of these stations and posted on their websites.

The information contained in this report covers the time period beginning October 1, 2021 – September 30, 2022 (the “Applicable Period”).

The FCC’s EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(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 all 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(c)(2) of the FCC Rules.

For the purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

**2022 EEO Public File Report
October 1, 2021 – September 30, 2022**

Job Title	Date Position Filled	Recruitment Sources Used	Hire Source	Referral Sources of Interviewees	# of Interviews
TV Account Executive	10/18/21	EEO Recruiter List LinkedIn	Indeed.com	Indeed.com- 3	3
TV News Production	10/29/21	EEO Recruitment list	Internal employee	Internal employee – 3	3
Vice President & General Manager	1/12/22	EEO Recruitment list LinkedIn Carver Talent	Carver Talent	Carver Talent – 6 TVNewsCheck – 2 MMM website – 2	10
General Sales Manager	4/8/22	EEO Recruitment list LinkedIn Carver Talent	Employee referral	Employee referral - 1 Carver Talent – 2 Internal applicant - 1	4
Multi-Media Journalist	4/25/22	EEO Recruiter List LinkedIn	Employer Referral	Employee referral – 1	1
AM Anchor	5/13/22	EEO Recruiter List LinkedIn Carver Talent	MMM website	MMM website - 1 Outside referral - 1	2
News Director	4/18/22	EEO Recruiter List LinkedIn	Carver Talent	Carver Talent – 1 Internal applicant - 3	4
TV Account Executive*	5/25/22 6/14/22 6/29/22	EEO Recruiter List LinkedIn	Employee Referral	Employee Referral -4 Breezy – 2 Indeed - 3	9*
Digital Media Coordinator	6/19/22	EEO Recruiter List	Indeed.com	Indeed.com – 6 LinkedIn – 1 Breezy - 3	10
Anchor/Executive Producer	9/5/22	Internal Promotion	Internal Promotion	Internal Promotion	1
Local Sales Director	9/29/22	EEO Recruiter List	Employee Referral	Employee Referral-2 Internal applicant – 1	3

* Same applicant pool

Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Past Year (this will be a raw number):	50
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Referral Sources	# of Interviewees Referred
Indeed.com	12
Employee Referral	8
LinkedIn	1
Breezy HR	5
Outside Referral	1
Carver Talent	9
Morgan Murphy Media career page	3
Internal Applicant	9
TVNewscheck	2

EEO RECRUITER LIST
10/1/2021 – 9/30/2022

Number	Contact Information	Did source request notification	Notify via:	# of interviewees referred by source
1 (Sales only openings)	AdAbilities Lucy Rice Director of Talent and Recruitment 6290 Ronald Reagon Drive, Suite 121 Lake St Louis, MO 63367 Phone: 314-276-2017 Email: lucy@adabilities.com Website: www.adabilities.com		Sales Manager notifies her when we have openings	
2	Arizona State University Tempe, AZ 85281 Phone: 480-965-2100 https://asu-csm.symplicity.com/employers Website: handshake.com		Handshake	
3	ACRS Employment & Training Services Yong Lim Oshie, Program Supervisor 3639 Martin Luther King Jr. Way S. Seattle, WA 98144 Phone: 206-695-7590 Email: EmploymentProgram@acrs.org Website: www.acrs.org		Email (EEO group list)	
4 (Engineering, Technical openings only)	Bates Technical College Job Services, Shirley Miller 1011 S. Yakima Avenue Tacoma, WA 98405-4895 Phone: 253-680-7240 Fax: 253-680-7187 Email: jobservices@bates.ctc.edu Website: www.bates.ctc.edu		Email	
5 (Engineering, Technical openings only)	Bates Technical College Ken Witkoe, Instructor 1011 S. Yakima Avenue Tacoma, WA 98405-4895 Phone: 253-680-7761 Email: kwitkoe@bates.ctc.edu Website: www.bates.ctc.edu		Email	
6 (Engineering, Technical openings only)	Bates Technical College Shirley Miller 1011 S. Yakima Avenue Tacoma, WA 98405-4895 Phone: 253-680-7754 Email: jobservices@bates.ctc.edu Website: www.bates.ctc.edu		Email	
7	Boise State University Career Center 1910 University Drive Boise, ID 83725-1310 Phone: 208-426-1747 Fax: 208-426-3437 Email: career@boisestate.edu Website: Handshake.com		Handshake	

EEO RECRUITER LIST
10/1/2021 – 9/30/2022

8 (News only openings)	California Chicano News Media Assn. (CCNMA) Sylvia Wells Office Manager 3800 S. Figueroa Street Los Angeles, CA 90037-1206 Phone: 213-743-4960 Email: sylvia@ccnma.org Website: http://ccnma.org/		Email	
9	Carroll College Career Services 1601 N. Benton Avenue Helena, MT 59625 Phone: 406-447-5532 Email: careers@carroll.edu Website: Handshake.com		Handshake	
10	Central Washington University Career Services 400 E. University Way Ellensburg, WA 98926 Phone: 509-963-1921 Email: career@cwu.edu Website: www.cwu.edu		Email (EEO group list)	
11	Central Washington University Department of Communications Terri Reddout, Central News Watch Bouillon 229, 400 E. University Way Ellensburg, WA 98926 Phone: 509-963-1921 Email: terri.reddout@cwu.edu Website: www.cwu.edu		Email (EEO group list)	
12	Central Washington University Film and Video Studies Jon Ward, Co Director of Film and Video Studies OR Bouillon 224 OR L&L 403F 400 E. University Way Ellensburg, WA 98926 Phone: 509-963-2893 Email: jonward@cwu.edu Website: http://www.cwu.edu		Email (EEO group list)	
13	Central Washington University Cynthia Mitchell, Digital Journalism Advisor Communications 400 E. University Way Ellensburg, WA 98926 Phone: 509-963-1921 Email: Mitchelc@cwu.edu Website: www.cwu.edu		Email (EEO group list)	

EEO RECRUITER LIST
10/1/2021 – 9/30/2022

14	City University of Seattle Career Planning & Placement 1190 NE First Street Bellevue, WA 98005 Phone: 206-239-4576 Email: alumni@cityu.edu Website: http://www.cityu.edu/		Email (EEO group list)	
15	Colorado Media School Terry Cuff 404 S. Upham Street Lakewood, CO 80226 Phone: 303-937-7070 Email: tcuff@beonair.com Website: www.beonair.com		Email (EEO group list)	
16	Collective Talent Michael Bille 1721 Richardson Place Tampa, FL 33606 Phone: 813-254-9695 Email: bille@michaelsmedia.com Website: www.collectivetalent.com	Yes	Email (EEO group list)	
17	Columbia Basin College Student Employment Center Rick Perez 2600 N. 20 th Avenue Pasco, WA 99201 Phone: 509-542-4875 Fax: 509-544-2029 Email: studentemployment@columbiabasin.edu Website: www.Columbiabasin.edu		Handshake	
18	Eastern Washington University Career Services Nate Bryant, Employer Relations Manager 114 Showalter Hall Cheney, WA 90004-2431 Phone: 509-359-6058 Fax: 509-359-6940 Email: careers@ewu.edu Website: https://www.ewu.edu		Handshake	
19	Eastern Washington University African American Education Program Dr. Scott Finnie - Director 204 Monroe Hall Cheney, WA 90004-2420 Phone: 509-359-6152 Email: sfinnie@ewu.edu Website: https://www.ewu.edu		Email (EEO group list)	
20	Eastern Washington University Chicano Education Program Nydia Martinez 203 Monroe Hall Cheney, WA 90004 Phone: 509-359-6088 Email: chicanoed.ewu.edu Website: https://www.ewu.edu		Email (EEO group list)	

EEO RECRUITER LIST
10/1/2021 – 9/30/2022

21	Eastern Washington University Department of Theatre and Film Chase Ogden, Associate Professor, Fine & Performing Arts, Radio, TV RTV107 Cheney, WA 90004 Phone: 509-359-6388 Email: cogden2@ewu.edu Website: https://www.ewu.edu		Email (EEO group list)	
22	Eastern Washington University Women's Studies Center – Lisa Logan 207F Monroe Hall Cheney, WA 99004 Phone: 509-359-2898 Email: llogan83@ewu.edu Website: www.ewu.edu		Handshake	
23	Eastern Washington University Journalism Program Bill Stimson 526 Fifth St Cheney, WA 90004 Phone: 509-359-6034 Email: wstimson@ewu.edu Website: https://www.ewu.edu	Yes	Email (EEO group list)	
24	Gonzaga University Career Center & GAMP Karen Franks-Harding E. 500 Boone Ave. – MSC 2462 Spokane, WA 99258 Phone: 509-313-4234 Fax: 509-313-5872 Email: franks-harding@gonzaga.edu Website: handshake.com		website	
25	Idaho State University Career Center Museum Building, Room 418 Campus Stop 8108 Pocatello, ID 83209 Phone: 208-282-2380 Fax: 208-282-4611 Email: careers@isu.edu Website: http://www.isu.edu/		Handshake	
26	Illinois Media School Career Services Don Clark, Career Services Director 530 South State Street Chicago, IL 60605 Phone: 312-884-8000 Email: dclark@beonair.com Website: www.beonair.com		Email (EEO group list)	

EEO RECRUITER LIST
10/1/2021 – 9/30/2022

27	Indeed.com 6433 Champion Grandview Way Building 1 Austin, TX 78750		Website	12
28	KAPP/KVEW Website P.O. Box 1749/601 N. Edison Yakima, WA 98907/Kennewick, WA 99336 Phone: 509-453-0351/509-735-8369 Website: www.yaktrinews.com		Website	
29	KAPP TV/KVEW TV All Employees/Employee Referrals/Internal Applicants/Employer Initiated KAPP P.O. Box 1749 Yakima, WA 98907 KVEW 601 N. Edison, Kennewick, WA 99336 Phone: 509-735-8369 Fax: 509-453-3623 Website: www.yaktrinews.com		Bulletin Board	17
30	King 5 News Joyce Taylor, Anchor 1501 First Ave. Seattle, WA 98134 Phone: 206-448-3853 Email: jtaylor@king5.com		Email (EEO group list)	
31	KXLY TV Wendy Peter, Director, Human Resources 500 W. Boone Avenue Spokane, WA 99201 Phone: 509-324-4000 Email: wendyp@kxly.com Website: www.kxly.com	Yes	Email (EEO group list)	
32	Lewis-Clark State College Career & Advising Services Reid Centennial Hall, Room 208 Lewiston, ID 83501 Phone: 208-792-2313 Fax: 208-792-2313 Email: dlybyer@lcsc.edu Website: http://www.lcsc.edu/		Handshake	
33	Media Match PO Box 48220 Los Angeles, CA 90048 info@media-match.com www.media-match.com/usa/media		Website	

EEO RECRUITER LIST
10/1/2021 – 9/30/2022

34	Montana State University Allen Yarnell Center for Student Success 177 Strand Union Building P. O. Box 174180 Bozeman, MT 59717-4180 Phone: 406-994-7627 Fax: 406-994-5488 Email: success@montana.edu Website: http://www.montana.edu		Handshake	
35	Morgan Murphy Media - WISC TV Jeff VerVoort Human Resources 7025 Raymond Road Madison, WI 53719 Phone: 608-271-5142 Fax: 608-278-5568 Email: jvervoort@wisctv.com Website: www.channel3000.com	Yes	Email (EEO group list)	
36	Morgan Murphy Media - WISC TV Kate Doty Human Resources 7025 Raymond Road Madison, WI 53719 Phone: 608-271-5142 Fax: 608-278-5568 Email: kate@morganmurphymedia.com Website: www.channel3000.com	Yes	Email (EEO group list)	
37	Morganmurphymedia.com Current Openings listing 7025 Raymond Rd. Madison, WI 53719 Website: morganmurphymedia.com	Yes	Website	3
38	Oregon Association of Broadcasters Bob Singer 3422 NW Bryce Canyon Ln. Bend, OR 97703 Phone: 503-443-2299 Email: theoab@theoab.org Website: www.theoab.org		Email (EEO group list)	
39	Oregon State University The Career Development Center Rachel Finch – Employer Relations Manager B008 Kerr Administration Building Corvallis, OR 97331-2127 Phone: 541-737-4085 Fax: 541-737-0532 Email: career.services@oregonstate.edu Website: www.http://oregonstte.edu		Handshake	

EEO RECRUITER LIST
10/1/2021 – 9/30/2022

40	Pacific Lutheran University Career Connections Jody Horn – Recruiting and Outreach Manager Ramstad Hall, Room 112 Tacoma, WA 98447-0003 Phone: 253-536-5104 Fax: 253-536-5104 Email: career@plu.edu Website: http://www.plu.edu https://myinterfase.com/plu/employer/home..aspx		Website	
41	Portland State University Advising & Career Services Ann Mestrovich – Assistant Director/Employer Relations Coordinator P. O. Box 751 – ACS Portland, OR 97207-0751 Phone: 503-725-4005 Fax: 503-725-5373 Email: careerconnect@pdx.edu Website: http://pdx.edu/		Handshake	
42	Queen B Radio Wisconsin, Inc Herb Cody 51 Means Drive Platteville, WI 53818 Phone: 608-349-2014 Fax: 608-349-2002 Email: hcody@queenbradio.com Website: www.news8000.com	Yes	Email (EEO group list)	
43	Queen B Television, LLC, dba WKBT-TV Kevin Knerzer 141 S. 6 th Street LaCrosse, WI 54601 Phone: 608-782-4678 Fax: 608-782-4674 Email: kknerzer@wkb.com Website: www.news8000.com	Yes	Email (EEO group list)	
44	Seattle Pacific University Center for Career and Calling Lori Brown – Employer Relations Manager 3307 Third Ave. W., Suite 216 Seattle, WA 98119 Phone: 206-281-2485 Email: spucareercenter@spu.edu Website: Handshake.com		Handshake	
45	Seattle University Career Services 901 12 th Avenue PO. Box 222200 Seattle, WA 98122 Email: CareerServices@seattleu.edu Website: https://seattleu-csm/sumplicity.com/employers		Handshake	

EEO RECRUITER LIST
10/1/2021 – 9/30/2022

46 Engineering, Technical openings only)	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, IN 46260 317-846-9000 Website: sbe.org/sections/jl_submit.php		Website	
47	Southern Oregon University Office of Career Connections Hannon Library 113A 1250 Siskiyou Boulevard Ashland, OR 97520 Phone: 541-552-6131 Website: Handshake.com		Handshake	
48	Specs Howard School of Media Arts Dir. Career Svcs., Nancy Shiner 26700 Lahser Road Southfield, MI 48033 Phone: 248-358-9000 Email: nshiner@specshoward.edu Website: www.specshoward.edu	Yes	Email (EEO group list)	
49	The Evergreen State College Career Development Center Library 2153 2700 Evergreen Parkway NW Olympia, WA 98505 Phone: 360-867-6193 Fax: 360-867-5343 Email: careerdevelopment@evergreen.edu Website: http://evergree.edu/		Email (EEO group list)	
50	University of Idaho Career Services Idaho Commons Room 334 875 Perimeter Dr. MS2534 Moscow, ID 83844-2534 Phone: 208-885-6121 Fax: 208-885-2816 Email: careerservices@uidaho.edu Website: https://www.uidaho.edu/career-services Job Board: https://uidaho.joinhandshake.com		Handshake	
51	University of Montana School of Journalism Denise Dowling 32 Campus Dr., Don Anderson Hall Missoula, MT 59812 Phone: 406-243-4001 Email: denise.dowling@mso.umt.edu Website: www.jour.umt.edu		Handshake	

EEO RECRUITER LIST
10/1/2021 – 9/30/2022

52	University of Oregon Career Center Employment Services Specialist 1200 University of Oregon Eugene, OR 97403-1200 Phone: 541-346-3214 Fax: 541-346-6038 Email: jobs@uoregon.edu Website: https://career.uoregon.edu/employers		Handshake	
53	University of Portland Willamette Blvd. Portland, OR 503-943-7201 career@up.edu www.up.edu		Handshake	
54	University of Washington Office of Minority Affairs Ruth Shigemi Box 355845 Seattle, WA 98195-5845 Phone: 206-221-2842 Fax: 206-543-2746 Email: rshigemi@u.washington.edu Website: www.uw.edu		Email (EEO group list)	
55	University of Washington Seattle/Bothell Box 358500 18115 Campus Way NE Bothell, WA 98011-8246 Phone: 425-352-5000 Email: uwbinfo@uw.edu		Handshake	
56	Walla Walla Community College Career & Employment Services Center 500 Tausick Way Walla Walla, WA 99362 Phone: 509-527-4262 Fax: 509-524-4795 Website: http://www.wbcc.edu/		Handshake	
57	Washington State Association of Broadcasters Keith Shipman 724 Columbia Street NW, Suite 310 Olympia, WA 98501 Phone: 360-705-0774 Fax: 360-705-0873 Email: kshipman@wsab.org Website: www.wsab.org		Email (EEO group list)	
58	Washington State Commission on Hispanic Affairs P. O. Box 40924 Olympia, WA 98504 Phone: 360-725-5661 Email: hispanic@cha.wa.gov Website: http://cha.wa.gov/		Email (EEO group list)	

EEO RECRUITER LIST
10/1/2021 – 9/30/2022

59	Washington State University Murrow College of Communication Student Services PO Box 642530 Pullman, WA 99164-2530 Phone: 509-335-7333 Email: communication@wsu.edu Website: www.murrow.wsu.edu		Handshake	
60	Washington State University Tri Cities Campus Angela Schweigert 2170 University Drive Richland, WA 99352 Phone: 509-372-7201 Email: angela.schweigert@tricity.wsu.edu Website: www.hrs.wsu.edu		Email (EEO group list)	
61	Western Washington University Career Services Center Jenny Spurgin, Employer Outreach Manager 516 High Street Bellingham, WA 98225-9002 Phone: 360-650-3240 Fax: 360-350-3293 Email: careers@wwu.edu Website: http://www.wwu.edu		Email (EEO group list)	
62	Whitman College Margaret Ely Career Center 280 Boyer Ave. Walla Walla, WA 99362 Phone: 509-527-5934 Email: Jobs_internships@whitman.edu www.whitman.edu		Handshake	
63	Whitworth University Andrew Pyrc Career Services 300 West Hawthorne Rd. Spokane, WA 99251		Handshake	
64	Worksource of Yakima Carol Cauthron 306 Division Street Yakima, WA 98902 Phone: 509-574-0163 Email: ccauthron@esd.wa.gov Website: www.WorkSourceWA.com		Website	
65	Worksource of Columbia Basin 815 N. Kellogg Street, Suite B Kennewick, WA 99336-8007 Phone: 509-734-5947 Website: www.WorkSourceWa.com		Website	

EEO RECRUITER LIST
10/1/2021 – 9/30/2022

66	Breezy HR 1534 Oak St., Suite 301 Jacksonville, FL 32204 Phone: 844-9273399 Email: support@breezyhr.com Website: Breezyhr.com *Breezy HR posts to the following job boards: <ul style="list-style-type: none">• Breezy Jobs• CareerJet• Facebook Jobs• Flexjobs• Games Jobs Direct• Glassdoor• Google Jobs• Indeed• JobRapido• JobInventory• JobisJob• Jobr• Juju• MyJobHelper• Neuvoo• Recruit.net• Trovit• WayUp• ZipRecruiter		Website	5
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OTHER REFERRAL SOURCES
10/01/2021 – 09/30/2022

Number	Contact information	Did source Request Notification?	Notified via:	# of interviewees referred by Source
1	LinkedIn	N	Website	1
2	Outside Referral	N		1
3	TVNewscheck	N	Website	2
4	Carver Talent (Ty Carver)	N		9



**EEO Outreach Initiatives
October 1, 2021 – September 30, 2022**

- Participated in general outreach efforts by such means as Job Banks or Internet programs such as those described in the model program developed by NASBA.
- News Director and Executive Producer are participating as mentors in Morgan Murphy Media's corporate mentorship program, J365. The program offers college journalism/broadcast students the opportunity to receive top-notch newsroom training in the MMJ and Producer roles. Students are offered fast tracked mobility to larger markets within the corporation and are incentivized with bonuses over three years for student loan repayments.
- December 2021, and September 2022, Media Operations employee attended the Richland School District Career and Technical Advisory quarterly Board meetings. The meetings were to discuss the current status of the curriculum and how they have adjusted to remote projects and what the program looks like going forward.
- 3/23/22-3/24/2022 – VP of News and Director of Talent & Team Development visited Arizona State University Walter Cronkite School of Journalism and Mass Communication to conduct in-person interviews with journalism students.
- HR and GM participate in EEO Self-Assessment meetings throughout the year to review our recruitment methods and outreach activities.
- 6/8/22 – News MMJ visited Hanford High School in Richland to discuss career opportunities in broadcasting, podcasting, journalism.
- 6/28/22 - Provided training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. Also included training for all employees on preventing harassment and discrimination in the workplace.
- Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. Training included:

DATE	PARTICIPANTS	Training Provider OR Outreach Org	TRAINING
Oct. 4, 11, 18, 25, 2021	LSM	JDA	Legal Ease
Oct. 13, 27	LSM, AE	JDA	Elite JDA Legal Team
Oct. 5	GSM, Digital Project Coordinator	BIA Advisory Services	Looking ahead into the local OTT/CTV Marketplace
Oct 7	GM, GSM, LSM, AEs, Digital Project Manager	JDA	Elite 8 (legal training)
Oct. 20	GSM, Digital Project Manager	Stackadapt (Alex Starr)	Platform Session
Oct. 28	Meteorologist, News Anchor	Baron Weather	Lynx Weather System
Oct. 21	AEs	ComScore	Ranker/Trender & time based grid
Oct. 29	Digital Project Manager	JDA & Ashley Young	OTT

Nov. 3	GSM	NAB	Diversity Training
Nov. 4	Meteorologist, News Anchor	Baron Weather	Lynx Weather System
Nov. 22	GM, GSM, LSM, Digital Project Manager	Borrell	Onboarding
Dec. 7	GM, GSM, LSM, Digital Project Manager, AEs	Borrell	Compass Onboarding
Jan. 21, 2022	LSM	ComScore	Methodology
Feb. 3	LSM	TVB	2022 Media Comparisons Study
Feb. 22	LSM	TVB	Hot Sales Categories
Feb. 6-9	LSM	Jim Doyle	Attended Jim Doyle Conference in Tampa, FL
Feb. 24	LSM	WSAB	Update on FCCs Political Broadcast Rules
March 3	Interim News Director, MC Operator	Wendy Peter (KXLY)	Manager HR Training
March 8	AEs	Ryan Messer	Borrell: Using Compass Data, New Q2 Categories
March 7 & 8	GM	Borrell	Annual advertising conference: "The Path to 2031"
March 21	GM	Wendy Peter (KXLY)	Manager HR Training
March 24	Promotional/Production Manager	Amagi & TV News Check	Innovation in TV News
April 14	LSM	TVB	Webinar: OTT and Ad Fraud – What TV Sellers Need to Know
April 25, 26, 27	GM	NAB	Comscore meeting (research)
April 25, 26, 27	GM	NAB	Social News desk meeting (News)
April 25, 26, 27	GM	NAB	Programming – Jennifer Hudson show meeting
April 25, 26, 27	GM	NAB	Future of TV/Broadcast – OTT meeting
May 19	GM, GSM	WSAB	Political Training (online webinar)
June 14	Marketing & Promotions Director	Comscore	State of Streaming (Streaming taking over, but live TV still has plenty of viewers)
May 11	Sales Manager	Wendy Peter (KXLY)	Manager HR Training
June 5 – 10	Engineering & Production Departments	KAPP KVEW TV Chief Engineer	Cross training all staff in each department to be able to job share, specifically in Master Control.
June 14 – July 6	3 AEs, Digital Media Coordinator	Rumple	Rumple University (video training)
July 11	Digital Media Coordinator, AE	Phase 3 Digital	
July 15	Digital Media Coordinator, AEs	Shane Pittser MMM	OTT: Clients you are prospecting for OTT, How to set expectations for OTT results, How to set tracking up to best convey OTT results, Positioning against competitor platforms in your market, P3DA competitive advantages
July 20	Sales staff, GM, GSM, LSM	Comscore	American Idol Across Training for America Idol Promotion on ABC TV for Managers
July 22	Digital Media Coordinator, AEs	Shane Pittser MMM	Weekly OTT Q&A session
July 28	KAPP KVEW staff	Associated Industries	Unlawful Harassment & Discrimination
July 28	KAPP KVEW Managers	Associated Industries	Unlawful Harassment & Discrimination for Supervisors
Aug 4	Marketing & Promotions Director	Comscore	American Idol Across Training for America Idol Promotion on ABC TV
Aug 16	GM	Comscore	Reporting.
Sept. 12 - 23	Master Control Operators, Chief Engineer	DBI	Automation Training
Sept. 14 - 16	News Director	RTDNA	News Director attended RTDNA 22 conference. This is a one-of-a-kind news-leadership retreat. "It's all about Trust and Team in 2022 to give you the tools you'll need in the driver's seat. We will offer collaborative sessions where we examine how you can help build trust in your communities — things you can do in your newsroom now and ways to improve your outreach and better connect with your audience. And let us help you build a better team, with tools to help recruitment and retention efforts, keep your team safe in the field, assist that leader behind the wheel with self-care techniques and more."
Sep 20	GM, GSM, AEs	WSAB	State Public Disclosure Commission Political Advertising Rules
Sept 22	GM, GSM, AEs, Digital Media Coordinator	TVB	Virtual Forward Conference: Business Development and sales sessions