

September 29, 2023

**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**

2022 – 2023 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, 2022 – September 30, 2023 (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.

**2023 EEO Public File Report
October 1, 2022 – September 30, 2023**

Job Title	Date Position Filled	Recruitment Source Used	Hire Source	Referral Sources of Interviewees	# of Interviews
Creative Services Producer/Director	10/31/22	EEO Recruitment List, Indeed, Breezy, Carver Talent, Handshake, CWU	Indeed	Indeed - 2	2
News Producer, Morning Show	11/30/23	EEO Recruitment List, Indeed, Breezy, Carver Talent, Handshake, CWU	In-house referral	In-house referral – 1 Indeed – 1 Handshake - 1	3
*Salesperson (Kennewick)	01/30/23	EEO Recruitment List, Indeed, Breezy, Handshake, CWU	In-house referral	Indeed – 7 In-house referral - 1	8
*Salesperson (Kennewick)	01/30/23	EEO Recruitment List, Indeed, Breezy, Carver Talent, Handshake	Indeed	Indeed – 7 In-house referral - 1	8
Digital Content Manager	01/30/23	EEO Recruitment List, Indeed, Breezy, Handshake, CWU	Breezy	Breezy – 3 In-house referral – 3 Linked In – 1 DCOW - 1	8
Digital Media Coordinator	01/30/23	EEO Recruitment List, Indeed, Breezy, Handshake, CWU	Breezy	Breezy – 3 Indeed - 2	5
News Operations-News Production Master Control Operator	02/16/23	EEO Recruitment List, Indeed, Breezy, Handshake, CWU	Indeed	Indeed – 3 MMM Web - 1	4
Local Sales Manager	03/06/23	EEO Recruitment List, Indeed, Breezy, Carver Talent, Handshake, CWU	Carver Talent	Carver Talent – 4 Indeed – 2 In-house referral - 2	8
News Photojournalist	02/24/23	EEO Recruitment List, Indeed, Breezy, Handshake, CWU	MMM Webside	Indeed – 1 Linked In – 1 MMM Website - 2	4
Salesperson	04/10/23	EEO Recruitment List, Indeed, Breezy, Handshake, Linked In, Genesis, CWU	Indeed	Genesis – 2 Indeed – 2 In-house referral - 1	5
Digital Media Coordinator	04/10/23	EEO Recruitment List, Indeed, Breezy, Genesis, Handshake	Genesis	Breezy – 3 Genesis – 1 Indeed - 2	6
Morning News Photographer/Editor	05/15/23	EEO Recruitment List, Indeed, Breezy, Handshake, CWU	Indeed	Breezy – 2 In-house referral - 1	3
Meteorologist	05/31/23	EEO Recruitment List, Indeed, Breezy, Handshake, CWU	In-house referral	DCOW – 1 Indeed – 4 In-house - 2	7
Salesperson (Yakima)	06/05/23	EEO Recruitment List, Indeed, Breezy, Handshake, Linked In, Genesis, CWU	Linked In	Genesis – 2 Indeed – 2 In-house referral - 1	5
National Sales Assistant	06/20/23	EEO Recruitment List, Indeed, Breezy, Handshake	In-house referral	In-house referral - 1	1

TV Studio Control Room Tech	08/16/23	EEO Recruitment List, Indeed, Breezy, Handshake, CWU	Indeed	Handshake – 1 Indeed – 9 In-House referral – 1	11
Salesperson (Yakima)	08/21/23	EEO Recruitment List, Indeed, Breezy, Handshake, Linked In, Genesis	In-house referral	In-house referral - 1	1

*Same applicant pool

Total number of Persons interviewed for All Full-Time Vacancies filled during the past year (this will be a raw number)	78
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Referral Sources	# of Interviewees Referred
Breezy	11
Carver Talent	4
DCOW	2
Genesis	3
Handshake	1
In-House Referral	14
Indeed	35
Linked In	2
MMM Website	6

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	

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 Username: HR@kappkview.com Password: Sparky@3031		Website	
11	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)	
12	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)	
13	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	
14	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	
15	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)	
16	Eastern Washington University Chicano Education Program		Email (EEO group list)	

	Nydia Martinez 203 Monroe Hall Cheney, WA 90004 Phone: 509-359-6088 Email: chicanoed.ewu.edu Website: https://www.ewu.edu			
17	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)	
18	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	
19	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)	
20	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	
21	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	

22	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)	
23	Indeed.com 6433 Champion Grandview Way Building 1 Austin, TX 78750		Website	35
24	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	
25	KAPP TV/KVEW TV All Employees/Employee Referrals/Internal Applicants/Employer Initiated P.O. Box 1749/601 N. Edison Yakima, WA 98907/ Kennewick, WA 99336 Phone: 509-735-8369 Fax: 509-453-3623 Website: www.yaktrinews.com		Bulletin Board	
26	King 5 News Joyce Taylor, Anchor 1501 First Ave. Seattle, WA 98134 Phone: 206-448-3853 Email: jtaylor@king5.com		Email (EEO group list)	
27	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)	
28	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	
29	Media Match PO Box 48220 Los Angeles, CA 90048 info@media-match.com www.media-match.com/usa/media		Website	

30	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	
31	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)	
32	Morgan Murphy Media - WISC TV Kate Doty Human Resources 7025 Raymond Road Madison, WI 53719 Phone: 608-271-5142 Fax: 608-278-5568 Email: Kdoty@wisctv.com Website: www.channel3000.com	Yes	Email (EEO group list)	
33	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)	
34	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	

35	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	
36	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)	
37	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@wkbt.com Website: www.news8000.com	Yes	Email (EEO group list)	
38	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	
39	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	
40 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	

41	Southern Oregon University Office of Career Connections Hannon Library 113A 1250 Siskiyou Boulevard Ashland, OR 97520 Phone: 541-552-6131 Website: Handshake.com		Handshake	
42	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)	
43	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	
44	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	
45	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	
46	University of Portland Willamette Blvd. Portland, OR 503-943-7201 career@up.edu www.up.edu		Handshake	
47	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)	
48	University of Washington Seattle/Bothell		Handshake	

	Box 358500 18115 Campus Way NE Bothell, WA 98011-8246 Phone: 425-352-5000 Email: uwbinfo@uw.edu			
49	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	
50	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)	
51	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)	
52	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	
53	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)	
54	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)	
55	Whitman College Margaret Ely Career Center 280 Boyer Ave. Walla Walla, WA 99362 Phone: 509-527-5934		Handshake	

	Email: Jobs_internships@whitman.edu www.whitman.edu			
56	Whitworth University Andrew Pyrc Career Services 300 West Hawthorne Rd. Spokane, WA 99251		Handshake	
58	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	
59	Worksource of Columbia Basin 815 N. Kellogg Street, Suite B Kennewick, WA 99336-8007 Phone: 509-734-5947 Website: www.WorkSourceWa.com		Website	
60	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	11

Number	Contact information	Did source Request Notification?		# of interviewees referred by Source
1	Linkedin	NA		2
2	Outside Referral	NA		
3	Applicant Initiated	NA		
4	Carver Talent (Ty Carver)	NA		
5	Genesis Employment Services	NA		

EEO Outreach Initiatives - Trainings
October 1, 2022 – Sept. 30, 2023



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/OUTREACH
Oct. 2 - 8	HR Director	INSHRM (Inland Northwest Society of Human Resource Management)	Human Resource Conference
Oct. 11 - 14	Journalist, Photojournalist, News Anchor, Yakima reporter, Morning Anchor, Meteorologist	Jim Koonce	Camera training on new JVC news cameras. One 1.5 hour session each day. Involved use and care of new camera gear package.
10/11/22	GM, Sales Director	Comscore	Monthly Check-in / Discussion
10/19/22	News Director, Photojournalist/Digital Producer	McEwen High School, Athena, Oregon	Career fair. Spoke to 12 groups of young people grades 8 – 11 about Journalism. Rotated every 20 minutes and were there most of the day.
10/20/22	All News Staff	Webinar	HR Mental Health initiative
10/22/22	News Director, Weather Anchor, Two Reporters, Morning Anchor, Meteorologist, Executive Producer	City of Pasco	Community event: Fall Festival
10/26/22	Weather Anchor	Tim Heller, Weather Consultant	Weather Consultant all-station training.
10/31 – Nov. 18	Creative Services Producer		Systems and procedures for commercial production. Involves training on cameras, lighting, and other production gear, as well as editing with Adobe and Edius programs.
Oct. – Dec. 23	Studio Technician	In-House	Training on studio set up and live production. Involves lighting, graphics, use of iNews and the use of TriCaster switching system. It will continue through Dec. 23 and involve at least 100 hours of training.
11/2/22	News Director	Morgan Murphy Media	Presentation for J365 Program. Subject: the difference between producing morning and evening news.
01/25/23	GM, GSM	WSAB	Summit: Rising Above Summit (for GMs and GSMs)
01/26/23	GM, GSM, AEs	WSAB	Summit: Rising Above Summit (for GMs, GSMs and AEs)
02/01/23	MMJ Photojournalist (Rylee Fitzgerald)	Emma Hedemark	Job Shadow
02/01/23	MMJ Photojournalist (Rylee Fitzgerald)	Emily Sisson	Job Shadow
02/03/23	MMJ Rylee Fitzgerald, Madeleine Hagen	McKenzie Killoy	Job Shadow
02/22/23	AEs	Hugh Hardage, Jason Mullenix	General Sales Training
02/24/23	Erin Wencl, Rylee Fitzgerald	Chief Joseph Middle School	Career Fair
02/22/23	AEs	Paul Fritz: Phase 3 Digital	
02/23/23	AEs	Paul Fritz: Phase 3 Digital	Meetings w/Senior Media Strategist & Prospects
02/23/23	AEs	TVB	Webinar: Auto Market Charging Forward
02/28/23	AEs	TVB	Webinar: Purchase Funnel
02/28/23	Director of Promotions Jim Koonce	Comscore	Webinar: Review of TV/Online viewing trends in 2020
02/28/23	Regional Sales Manager	Comscore	Webinar: Review of TV/Online viewing trends in 2020
03/14/23	AE	Comscore	Webinar
03/01/23	HR Director	Career Fair	FUSE (EWU, Gonzaga, WSU Spokane, Whitworth University)
03/17/23	AEs	Paul Fritz, Phase 3 Digital	Phase 3 Digital meetings w/Senior Media Strategist & Prospects
03/21/23	GSM, AEs	TVB	Webinar: State of Media Sales

EEO Outreach Initiatives - Trainings
October 1, 2022 – Sept. 30, 2023



DATE	PARTICIPANTS	Training Provider OR Outreach Org	TRAINING/OUTREACH
3/21/23	Reporter	Pasco High School	Webinar: State of Media Sales
03/30/23	LSM, AEs	Local Sales Manager	General Sales Training
03/31/23	AEs	Phase 3 Digital meetings w/Senior Media Strategist & Prospects	Phase 3 Digital
04/18/23	Digital Media Coordinator (Omar)	Social News Desk	Dashboard Training
04/20/23	GSM, News Director	Career Fair	Central Washington University
04/26/23	Director/Producer	Richland School District	Career & Technical Educator Advisory Board meeting
05/12/23	GSM, LSM	Liz Firalio	MeTV Sales Opportunities
05/25/23	AEs	Local Sales Manager	How to use Rumble
5/31, 6/1 2023	Jason Blessing, Neil Bennett, Sean Brewer, Erin Wencl, Cody Rominger, Chris Floyd	Ross	Training on new production Equipment
06/13/23	AE	Comscore	Automotive
07/20/23 – 04/24	Weather Anchor	Tim Heller, "Heller Weather"	Ongoing training/coaching for meteorologists
08/08/23	Marketing/Promotions Director	Comscore	Webinar: How to maximize NFL ratings.
08/25/23	Marketing/Promotions Director	ABC	Webinar: Upcoming season & how programming the network while dealing w/multiple strikes by creative people.
08/29/23	Marketing/Promotions Director	Comscore	Webinar: Research numbers about streaming TV growth in the last few years.
09/07/23	News Director	Poynter Institute	Training on requesting open records by Poynter Institute
09/12/23	AE	Comscore (Alex Vlachos)	County by County Demographics
09/20/23-9/22/23	News Director	RTDNA Radio, Television, Digital, Newspaper Association Annual Conference	Annual Conference
9/21/23	LSM, AEs	TVB	Webinar: Several sessions covering advertising and business development.
9/27/23	GSM, LSM, AEs	Central WA State Fair	Day sponsor for School Supplies Donation day. AEs collected school supplies from fair goers.
09/28/23	Executive Assistant	University of Washington State	Recruitment 101 (HR recruitment training)