From: James Finch
Sent: Thursday, October 6, 2022 2:02 PM
Subject: Hired | Senior Executive News Trainer

BCC to NDs, GMs, SVPs-Local Media…

I am pleased to announce that KWCH Wichita News Director **Kim Wilhelm** has accepted the opportunity to serve you as **Senior Executive News Trainer**. This is one of the four positions announced at the Gray News Director Summit in Washington, DC, last month.

Kim was among the first contributors to **GrayNewsTraining.tv**, writing multiple lessons for the initial course that debuted in March. We are now in position to increase our output: "With a dedicated team, [GrayNewsTraining.tv] can help build a strong foundation for news employees and help alleviate the stress of training and onboarding," Kim said. I think we would all agree that memorialized training is a great tool for talent recruiting and retention. Industry-wide labor struggles led Kim to make a paradigm shift in her current newsroom: "I turned an executive producer into our own dedicated trainer to quicky turn employees (even those with no news background) into journalists."

Kim has 25 years of industry experience, including roles as a general assignment reporter, investigative reporter, news anchor, managing editor, and assistant news director. She has been news director at KWCH since 2017.

In addition to her local TV work, Kim serves as RTDNA Region 5 Director and is a former Carole Kneeland Project for Responsible Journalism Fellow. As part of the Open Government Training Advisory Group, Kim produced videos to help journalists, government officials, and the public understand the Kansas Open Records and Meetings Act. She also has provided media training to Wichita-area law enforcement, to Leadership Wichita, and to PRSA Kansas.

Kim will float between her current role and the new role as the station searches for her replacement.

For the good of the Company, our current journalists, and journalists to come, please wish us well as we work through this project.

James Finch
Gray Television, Inc.
Director, News Services
201 Monroe Street
Montgomery, AL 36104
Website: www.gray.tv