

BakerHostetler

September 20, 2021

VIA POSTING TO ONLINE PUBLIC FILE OF KIVI-TV

EEO Staff
Enforcement Bureau
Federal Communications Commission
45 L Street NE
Washington, DC 20554

Re: EEO Audit of Station KIVI-TV

Dear Ms. Goldin:

Scripps Broadcasting Holdings LLC (“Scripps”), licensee of television station KIVI-TV, Nampa, Idaho (Facility ID No. 59255) (the “Station”), through counsel, hereby responds to your EEO Audit letter dated August 6, 2021. Scripps acquired control over the Station on April 1, 2015 pursuant to a long-form transfer of control application (*See* BTCH-20140815AAI) and accordingly, Scripps’s responses relate to the time period beginning on that date, unless otherwise indicated below.

KIVI-TV is operated as part of a single employment unit with commonly owned Class A television station K27DX-D, McCall, Idaho (Facility ID No. 59257) and low-power television station KSAW-LD, Twin Falls, Idaho (Facility ID No. 59256). The KIVI-TV employment unit employs more than five full-time employees, and as a result responds to each of the numbered paragraphs of Section (b) of the August 6 letter. A declaration by the Vice President and General Manager of the Station that this response is accurate and complete is attached to this letter as Exhibit 1.

(i) Copies of the Unit’s two most recent EEO Public File Reports, described in section 73.2080(c)(6). For each station in the Unit that maintains a website, provide the website address. If the Unit’s most recent EEO Public File Report is not posted on each website as required by section 73.2080(c)(6), identify that website and explain why the report is not so posted. If the Unit does not maintain a website, but its corporate site contains a link to a site pertaining to the Unit, identify the corporate website address where the Unit’s most recent EEO Public File Report is linked pursuant to section 73.2080(c)(6).

Copies of the Station's two most recent EEO public file reports are attached as Exhibit 2. The website for the employment unit is: www.kivitv.com. These reports have been updated for accuracy. The Station's most recent EEO public file report is linked to this website.

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(ii) For each of the Unit's full-time positions filled during the period covered by the EEO Public File Reports noted above, or since acquisition of the Unit (if during that period), provide the date of hire as required by section 73.2080(c)(5)(vi) as well as dated copies of all advertisements, bulletins, letters, faxes, e-mails or other communications announcing the position, as described in section 73.2080(c)(5)(iii). However, to reduce the burden of responding to this audit, if you have sent a job notice to multiple sources, you may include in your response: (1) documentation showing one such notice was sent, (2) a list of the additional sources to which the notice was distributed, and (3) a statement confirming notices to all additional sources used to announce the vacancy were retained, as required by section 73.2080(c)(5)(iii). Include, however, copies of all job announcements sent to any organization (identified separately from other sources) that has notified the Unit that it wants to be notified of the Unit's job openings, as described in section 73.2080(c)(1)(ii).

All available documentation of the vacancy notices sent out in relation to the positions listed on the two most recent EEO Public File Reports is provided in Exhibit 3.

(iii) As required by section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all of the Unit's full-time vacancies filled during the period covered by the above-noted EEO Public File Reports.

This information is included in the attached Exhibit 4. It should be noted that the licensee directs job applicants to apply for positions with its stations via its online recruiting tool at "scripps.com." Thus, while an applicant may have learned of a vacancy from one of the variety of recruitment sources that themselves utilize the Scripps site as a source for posting vacancies or from one of the Station's other recruitment contacts as described and documented in this report, the "referral source" often appears to be Scripps.com, as indicated in this exhibit.

(iv) Dated documentation of the Unit's recruitment initiatives described in section 73.2080(c)(2) during the period covered by the above-noted EEO Public File Reports, such as participation in job fairs, events with educational institutions, and mentoring or training programs for staff. Specify the Unit personnel involved in each recruitment initiative. In addition, provide the Unit's total number of full-time employees and state whether the population of the market in which any of the Unit's stations operates is 250,000 or more. Based upon these two factors and as required by sections 73.2080(c)(2) and (e)(3) of the Commission's rules, state whether the Unit is required to perform two or four points worth of initiative activities within a two-year period (measured from the date the stations in the Unit file their renewal applications and the second, fourth, sixth and eighth anniversaries of that date). If the Unit performed more than the required number of initiative activities, it may provide documentation for only the required amount in its response, i.e., two or four points worth. If any documentation that you provide appears inadequate, e.g., it is not dated or does not clearly prove the Unit's participation,

the Commission may ask you for additional verification.

Documentation for the four initiatives listed below is contained in Exhibit 5. The documents show that, during the reporting period, the Station:

- **Participated in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities. Attached are contemporaneous internal memos prepared in relation to station tours conducted for Raisin Angels, a local summer school program; the Middleton 9th Ward Youth Group of the Church of Jesus Christ of Latter-Day Saints; a local home school group, and the Canyon County 4-H. Although COVID-19 has limited the Station’s ability to offer tours since early 2020, documentation of other similar activities can be provided upon request to FCC staff;**
- **Participated in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting. Attached is 1) email confirmation related to an event at the College of West Idaho on February 19, 2020; 2) email regarding an event at Mountain View High School, including links to videos related to those appearances; 3) a contemporaneous internal memo regarding a September 26, 2019 event at Boise State University; and 4) email correspondence related to participation in the News Literacy Project at the College of Western Idaho;**
- **Offered training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. Attached is documentation showing the training schedules of two employees provided during the period covered by this report – a Studio Tech employee and a Director of Engineering; and**
- **Provided training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. Attached is documentation of a March 2, 2020 equity, diversity, and inclusion series titled “The Welcome Table.”**

With regard to participation in events sponsored by community organizations and educational institutions, station personnel participated in many more events than are reflected in the attached documentation; documents related to other events can be provided upon request.

As of September 14, 2021, the total number of full-time employees of the Station is 64, and the population of the Station's market is over 250,000, so it is required to perform four initiatives within a two-year period.

(v) Disclose any pending or resolved complaints involving the Unit filed during the Unit's current license term(s) before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the names of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or by which it was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that you must report all complaints, regardless of their status or disposition.

A single discrimination complaint was filed during the period covered by this response. On November 26, 2018, Maleeha Kamal filed a complaint with the Equal Employment Opportunity Commission and the Idaho Human Rights Commission alleging discrimination on the basis of national origin (EEOC Charge No. 38C-2019-00066; IHRC Charge No. E-1119-064). The EEOC issues a Dismissal and Notice of Rights on March 5, 2020. No suit was filed during the time allowed and Licensee considers this matter closed.

(vi) In accordance with section 73.2080(b), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), describe the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and describe how the Unit has informed employees and job applicants of its EEO policies and program

The Station's Human Resources Business Partner and its General Manager are responsible for implementing the Station's EEO program. In addition, it is also the responsibility of all employees who make decisions with respect to the recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that the licensee's EEO policy and program are adhered to and that no person is discriminated against in employment because of race, color, religion, national origin or sex. Employment issues and EEO policies are discussed at management meetings, and managers' performance reviews are based in part upon their ensuring that all personnel actions are consistent with licensee's EEO policy.

The Station's efforts to ensure that all members of the staff are cognizant of the equal employment opportunity policy and their individual responsibilities in carrying out this policy include:

- **The Station's employment applications offer advice to prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited and that they may notify appropriate local, state or, federal agencies if they believe that they have been the victims of discrimination;**
- **Appropriate notices are posted reminding employees that the Station is an equal opportunity employer, describing licensee's EEO policies, stating licensee's commitment to non-discrimination and equal employment opportunity, and describing employees' rights to notify an appropriate local, state or, federal agency if they believe they have been the victims of discrimination;**
- **The Station's web pages and paid announcements for job openings include a statement that the Station is an Equal Opportunity Employer;**
- **Each employee must certify when hired that he or she has received the Scripps employee handbook which emphasizes the company's commitment to EEO compliance and encourages employees to bring questions or concerns about discrimination to the attention of appropriate management personnel; and**
- **The Station uses a third-party vendor, EthicsPoint, to allow employees to raise employment discrimination or harassment complaints anonymously.**

(vii) In accordance with section 73.2080(c)(3), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.

The Station works with its corporate recruitment arm to ensure that notices of vacancies are widely disseminated. Recruitment and hiring decisions are addressed in regular Station management meetings where it is emphasized that managers should take into account the value of having diverse voices at the Station that are representative of its local community. Station diversity metrics are tracked monthly by the Station's Human Resources Business Partner, and reported each month to the station General Manager, as well as the station Leadership Team and parent company leadership. The Station's designated Human Resources Business Partner is responsible for ensuring broad local recruitment and reviews each hiring decision to ensure that the hiring process complied with the Station's EEO procedures.

(viii) As required by section 73.2080(c)(4), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), describe the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.

The Station's General Manager, its Human Resources Business Partner and individual department managers regularly review employee pay and benefits and the Station's promotion practices with the goal of avoiding unlawful discrimination. In periodic meetings with the Station's managers, and with its parent company's officers, the General Manager and Human Resources Business Partner discuss Station employment practices, including EEO compliance issues and the applicability of EEO policies to the performance, compensation and benefits decisions that affect the company's employees, both individually and collectively. The Station Employment Unit is not party to any union agreements.

(ix) If your entity is a religious broadcaster and any of the Unit's full-time employees are subject to a religious qualification as described in section 73.2080(a) of the rules, the Unit should indicate that status in its response and provide data as applicable to its EEO program. For example, for those full-time hires subject to a religious qualification, you must provide only a record of the hire listed by job title and date filled, the recruitment sources used for the opening, and the source that referred the person hired. No other records are required for those hires. If five or more full-time positions are not subject to a religious qualification, the licensee must maintain and provide all records for such hires and complete the initiatives required under section 73.2080(c)(2). Otherwise, a religious broadcaster is not required to perform these initiatives.

The Station is not a religious broadcaster.

Please contact the undersigned if you have any questions or require additional information.

Sincerely,



Daniel Kirkpatrick
Counsel to Scripps Broadcasting Holdings LLC

Attachments

cc: Dave Giles

EXHIBIT 1

DECLARATION OF MERRI HANSON

I, Merri Hanson, am a Vice President of Scripps Broadcasting Holdings, LLC, licensee of KIVI-TV and KSAW-LD, and I am the General Manager of the Station.

I have reviewed the statements of fact in the attached EEO Audit Response and declare under penalty of perjury that this response is accurate and complete to the best of my knowledge, information and belief.



Merri Hanson
Vice President/General Manager
Scripps Broadcasting Holdings LLC



Date

EXHIBIT 2

EEO PUBLIC FILE REPORTS:

**June 1, 2019-May 31, 2020 and
June 1, 2020-May 31, 2021**

EEO PUBLIC FILE REPORT

Reporting Period: June 1, 2019 - May 31, 2020

Stations Included in Report: K27DX-D, KIVI-TV, KSAW-TV

I. List of Recruitment Sources

(including the number of interviewees referred during the reporting period)

*** An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.**

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				12
C2	Internal Candidate / WorkLife				14
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			23
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		21
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	5
C130	Face-to-face Networking				1
C131	Agency/Search Firm				
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		11
C169	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C177	AAJA	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C178	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	1
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	

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C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Central Kentucky Job Center - Danville - Danville, KY 40422 - 121 East Broadway (Bruce.quire@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	Central Kentucky Job Center - Lexington - - 1055 Industry Road, 2nd Floor (JeanneB.Scott@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	Central Kentucky Job Center - Richmond - Richmond, KY 40475 - 595 South Keeneland Drive (denise.jones@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	3
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1424	Agency for New Americans - - 1614 W Jefferson Street (jcampbell@mtnstatesgroup.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1425	Boise State University (Broncojobs) Boise, ID - General Workforce/ Job Center Contact Email - 1910 University Drive (career@boisestate.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C1426	Boise State University Women[S Ctr - Jess Caldwell-O'Keefe - 1910 University Drive (jesscaldwellokeefe@boisestate.edu.)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1427	Community Council of Idaho - - 6618 Cleveland Blvd. Ste B (jmorales@ccimail.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1428	Division of Vocational Rehabilitation - - 3110 E. Caldwell Blvd. #A7 (jeanette.ward@vr.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1429	Division of Vocational Rehabilitation - - 29 North Main (jeanette.ward@vr.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1430	Division of Vocational Rehabilitation - - 136 McClure (jeanette.ward@vr.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1431	Division of Vocational Rehabilitation - - 600 E. Watertower Street Suite B (jeanette.ward@vr.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1432	Division of Vocational Rehabilitation - Wendy Page - 10200 W. Emerald Street Suite 101 (wendy.page@vr.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1433	Idaho Commission On Hispanic Affairs - Lymaris Blackmon - 304 N 8th Street (lymaris.blackmon@icha.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1434	Idaho Department of Labor - Boise - - 600 N. Steelhead Way (Finia.Dinh@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1435	Idaho Department of Labor - Boise - DVET Dale Langford - 317 W. Main Street (Michael.Storm@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1436	Idaho Department of Labor - Canyon County - - 4514 Thomas Jefferson Street (dave.howerton@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1437	Idaho Department of Labor - Emmett - - 288 West Hwy 16 (emmettmail@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C1438	Idaho Department of Labor - Meridian - - 1090 E. Watertower Street Suite 100 (jim.givens@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C1439	Idaho Department of Labor - Meridian - John Russ - 1090 E. Watertower Street Suite 100 (john.russ@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C1440	Idaho Department of Labor - Mountain Home - Katie Eiden - 1150 American Legion Blvd. (katie.eiden@labor.idaho)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C1441	Idaho Department of Labor - Payette - Lisa Burgess - 501 North 16th Street, Suite 107 (lisa.burgess@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C1442	Idaho Department of Labor (Boise) - General Workforce/ Job Center Contact Email - 219 West Main Street (boisemail@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C1443	Idaho Department of Labor (Mountain Home) - - 1993 E 8th N (mountainhomemail@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C1444	Idaho Department of Labor (Mountain Home) - General Workforce/ Job Center Contact Email - 1150 American Legion Boulevard (mountainhomemail@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C1445	Idaho Department of Labor (Mountain Home) - Ray Cotton (Veterans Representative) - 1150 American Legion Blvd. (raymond.cotton@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C1446	Idaho Department of Labor (Payette) - General Workforce/ Job Center Contact Email - 501 North 16th Street, Suite #107 (payettemail@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C1447	Idaho Department of Labor- Meridian - Meridian, ID 83642 - 205 E Watertower Lane (gary.hanna@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C1448	Idaho Refugee Service Program - Jan Reeves - 1607 W Jefferson (jreeves@idahorefugees.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C1449	The Arc, Inc - Boise - Kristen Laiola - 4402 Albion St (klaiola@thearcinc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C1450	Treasure Valley Naacp - - PO BOX 8436 (naacp@naacp- treasurevalley.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	

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C1451	World Relief - Emerald Douthit - 6702 Fairview Ave (edouthit@wr.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1906	Jackson County Continuing Education - McKee, KY 40447 - 1100 Education Mountain Dr (joey.neeley@jackson.kyschools.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2024	Division of Vocational Rehabilitation - - 1445 Fillmore Suite 1102 (mark.gritton@vr.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2025	Division of Vocational Rehabilitation - - 1600 Parke Avenue Suite B3 (mark.gritton@vr.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2026	Idaho Department of Labor - Magic Valley - - 420 Falls Avenue (johnny.moreno@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2027	Idaho Department of Labor - Magic Valley - Chris Orders - 420 Falls Avenue (magicvalleymail@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2028	Idaho Department of Labor - Mini-Cassia - - 127 West 5th Street North (johnny.moreno@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2029	Idaho Department of Labor - Mini-Cassia - Chet Jeppesen - 127 West 5th Street North (Chet.Jeppesen@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2030	Idaho Department of Labor (Magic Valley) - General Workforce/ Job Center Contact Email - 420 Falls Avenue (magicvalleymail@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2031	Idaho Department of Labor (Mini-Cassia) - General Workforce/ Job Center Contact Email - 127 West 5th Street North (mini-cassiamail@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2032	Idaho Department of Labor (Twin Falls) - General Workforce/ Job Center Contact Email - 420 Falls Avenue (magicvalleymail@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

Local Sources

L1	Boisehelpwanted.com*	One Civic Center Plaza 506 Poughkeepsie, NY 12601	Maureen Daley www.boisehelpwanted.com	800-365-8630 Ext 9002	
L2	College of Western Idaho *	5500 East Opportunity Drive Nampa, ID 83687	Allison Molitor allisonmolitor@cwidaho.cc https://cwidaho-csm.symplicity.com/	2085622378	
L4	American Broadcasting School	712 North Watson Road Suite 200 Arlington, TX 76011	Michelle McConnell michelle@radioschool.com	817-695-2474	
L5	Bates Technical College *	2320 S. 19th Street Tacoma, WA 98405	Ken Witkoe Kwitkoe@batestech.edu	253-680-7761	
L8	Central Michigan University	340 Moore Hall Mount Pleasant, MI 48859	Peter B. Orlik, PH.D. orlik1pb@cmich.edu	989-774-3851	
L9	Collective Talent *	5134 Sandy Beach Ave Sarasota, FL 34242	Michael Bille bille@michaelsmedia.com	813-4944555	
L10	Emerson College	113 Gray Street Arlington, MA 02476	Mary Sullivan careers@emerson.edu	781-646-1077	
L12	Idaho State Broadcasters Association*	1674 Hill Road Suite 3 Boise, ID 83702	Connie Searles isba@idahobroadcasters.org	208-345-3072	
L13	Northwest Nazarene University	623 S University Boulevard Nampa, ID 83686	Amanda Marble career@nnu.edu	208.467.8767	
L14	Ohio & Illinois Center for Broadcasting	530 South State Street Chicago, IL 60605	Don Clark dclark@beonair.com	312-884-8000	
L15	University of North Texas *	PO Box 310589 Denton, TX 76203	Phyllis Slocum slocum@unt.edu	940-565-2565	
L16	University of Wisconsin-Oshkosh School of Radio, TV & Film	800 Algoma Blvd. Oshkosh, WI 54901	Justine Stokes stokesj@uwosh.edu	920-424-3133	
L21	Idaho Department of Labor*	317 W Main Street Boise, ID 83735	boisemail@labor.idaho.gov www.labor.idaho.gov	208-332-3570	

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L24	Handshake	660 4th St #113 San Francisco, CA 94104	https://app.joinhandshake.com		1
L29	Southern New Hampshire University (SNHU)*		Mark Shappert m.schappert@snhu.edu www.handshake.com		
L30	602 Communications		www.602communications.com		
L31	Social Media - Facebook	1866 E. Chisholm Dr. Nampa, ID 83687	J Bates	208381666 0	
Total Number of Interviewees Referred:					93

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Integrated [JR021709]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C2024, C2025, C2026, C2027, C2028, C2029, C2030, C2031, C2032, L1, L2, L5, L9, L12, L15, L21, L29	Code Number: C1 Start Date: 2019-09-23
Assoc Account Exec, TV [JR020821]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, L1, L2, L5, L9, L12, L15, L21, L29	Code Number: C235 Start Date: 2019-07-01
Commercial Production Manager [JR021654]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, L1, L2, L5, L9, L12, L15, L21, L29	Code Number: C97 Start Date: 2019-09-30
Commercial Production Manager [JR021687]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C2024, C2025, C2026, C2027, C2028, C2029, C2030, C2031, C2032, L1, L2, L5, L9, L12, L15, L21, L24, L29, L30	Code Number: C3 Start Date: 2019-10-21
Digital Content Producer [JR022941]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, L1, L2, L5, L9, L12, L15, L21, L29	Code Number: C2 Start Date: 2020-02-03
Dir, HR Business Partner [JR022231]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, L1, L2, L5, L9, L12, L15, L21, L29	Code Number: C134 Start Date: 2020-02-24
Director II [JR021049]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, L1, L2, L5, L9, L12, L15, L21, L29	Code Number: C134 Start Date: 2019-06-24

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Director III [JR021036]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, L1, L2, L5, L9, L12, L15, L21, L29	Code Number: C3 Start Date: 2019-06-10
Director IV [JR022950]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, L1, L2, L5, L9, L12, L15, L21, L29	Code Number: C2 Start Date: 2020-02-03
General Sales Manager [JR023217]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L5, L9, L12, L15, L21, L24, L29	Code Number: C1 Start Date: 2020-05-18
Multimedia Journalist [JR022175]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, L1, L2, L5, L9, L12, L15, L21, L29	Code Number: C97 Start Date: 2020-03-09
Multimedia Journalist [JR022744]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, L1, L2, L5, L9, L12, L15, L21, L29	Code Number: C2 Start Date: 2020-03-09
Multimedia Journalist [JR022747]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, L1, L2, L5, L9, L12, L15, L21, L24, L29	Code Number: C97 Start Date: 2020-03-02

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Multimedia Journalist [JR022748]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, L1, L2, L5, L9, L12, L15, L21, L29	Code Number: C201 Start Date: 2020-03-02
Photographer II [JR020849]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, L1, L2, L5, L9, L12, L15, L21, L29	Code Number: C2 Start Date: 2019-06-10
Producer [JR020953]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C169, C170, C171, C172, C173, C174, C177, C178, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, L1, L2, L5, L9, L12, L15, L21, L29	Code Number: C97 Start Date: 2019-07-29
Producer [JR022730]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, L1, L2, L5, L9, L12, L15, L21, L29	Code Number: C2 Start Date: 2020-02-03
Producer [JR023005]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, L1, L2, L5, L9, L12, L15, L21, L29	Code Number: C97 Start Date: 2020-03-23

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	KIVI and its employees participate in The EW Scripps Company's Career Management Program that includes training to help employees develop their career skills.
	KIVI implemented Training Wheels program where we utilize formal training plans to prepare employees for success in future roles and track progress of development.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Sept 26, 2019 - Multimedia Journalist spoke to BSU Studio TV class (20-30 students). Presentation consisted of skills needed in Broadcast and as MMJ including tips on live interviews, including getting great live shots and desired interview responses, while maintaining professionalism and sensitivity to tone and circumstance.
	Feb 11 2020 - Multimedia Journalist, News Director and Producer spoke to Mountain View HS about careers in broadcasting.
	Feb 20, 2020 - Multimedia Journalist spoke with students at BSU Media 116 Class (10-15 students) about broadcasting skills and careers in broadcast.
	Feb 19, 2020 - Account Exec spoke with students at College of West Idaho about careers in broadcast sales.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	Management attended The Welcome Table: Here, We Belong on Gender Equity training on March 2, 2020
Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	We hosted a station tour on 07/18/2019 with Raisin Angels Summer School Program. We had involvement from the Creative Service Tech and Administrative Assistant III. Specifics include describing how the news is produced, various roles and skills needed of an anchor, producer, executive producer, managing editor, MMJ (multi-media journalist) and photographer. Discuss roles and skills needed of director, robotic camera operator, teleprompter operator, audio technician and producer.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>We hosted a station tour on 09/17/2019 with a College of Western Idaho class. We had involvement from the News Director. Specifics include describing how the news is produced, various roles and skills needed of an anchor, producer, executive producer, managing editor, MMJ (multi-media journalist) and photographer. Discuss roles and skills needed of director, robotic camera operator, teleprompter operator, audio technician and producer.</p>
	<p>We hosted a station tour on 10/16/2019 with Youth Group from the Middleton 6th Ward of the Church of Jesus Christ of Latter-Day Saints. We had involvement from the Chief Photographer. Specifics include describing how the news is produced, various roles and skills needed of an anchor, producer, executive producer, managing editor, MMJ (multi-media journalist) and photographer. Discuss roles and skills needed of director, robotic camera operator, teleprompter operator, audio technician and producer.</p>
	<p>We hosted a station tour on 10/22/2019 with 6 Oaks Academy. We had involvement from the Administrative Assistant III, Chief Engineer, and AM Meteorologist. Specifics include describing how the news is produced, various roles and skills needed of an anchor, producer, executive producer, managing editor, MMJ (multi-media journalist) and photographer. Discuss roles and skills needed of director, robotic camera operator, teleprompter operator, audio technician and producer.</p>
	<p>We hosted a station tour on 11/18/2019 with a home school group. We had involvement from the Chief Meteorologist. Specifics include describing how the news is produced, various roles and skills needed of an anchor, producer, executive producer, managing editor, MMJ (multi-media journalist) and photographer. Discuss roles and skills needed of director, robotic camera operator, teleprompter operator, audio technician and producer.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>We hosted a station tour on 01/17/2020 with a class from Homedale Elementary School Class. We had involvement from the Chief Meteorologist. Specifics include describing how the news is produced, various roles and skills needed of an anchor, producer, executive producer, managing editor, MMJ (multi-media journalist) and photographer. Discuss roles and skills needed of director, robotic camera operator, teleprompter operator, audio technician and producer.</p>
	<p>We hosted a station tour on 02/05/2020 with a group from Canyon County 4-H. We had involvement from the Administrative Assistant III and Digital Content Producer. Specifics include describing how the news is produced, various roles and skills needed of an anchor, producer, executive producer, managing editor, MMJ (multi-media journalist) and photographer. Discuss roles and skills needed of director, robotic camera operator, teleprompter operator, audio technician and producer.</p>
	<p>We hosted a station tour on 02/12/2020 with Girl Scout Troop 709. We had involvement from the Assistant Chief Engineer. Specifics include describing how the news is produced, various roles and skills needed of an anchor, producer, executive producer, managing editor, MMJ (multi-media journalist) and photographer. Discuss roles and skills needed of director, robotic camera operator, teleprompter operator, audio technician and producer.</p>
	<p>We hosted a station tour on 02/27/2020 with a group from the Kuna School District Career Readiness Program. We had involvement from the Administrative Assistant III and Digital Content Producer. Specifics include describing how the news is produced, various roles and skills needed of an anchor, producer, executive producer, managing editor, MMJ (multi-media journalist) and photographer. Discuss roles and skills needed of director, robotic camera operator, teleprompter operator, audio technician and producer.</p>

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Reporting Period: June 1, 2020 - May 31, 2021

Stations Included in Report: K27DX-D, KIVI-TV, KSAW-TV

I. List of Recruitment Sources

(including the number of interviewees referred during the reporting period)

* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				10
C2	Internal Candidate / WorkLife				20
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			39
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	3
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		28
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	4
C130	Face-to-face Networking				2
C131	Agency/Search Firm				1
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		10
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C177	AAJA	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Central Kentucky Job Center - Danville - Danville, KY 40422 - 121 East Broadway (Bruce.quire@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	Central Kentucky Job Center - Lexington - - 1055 Industry Road, 2nd Floor (JeanneB.Scott@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	Central Kentucky Job Center - Richmond - Richmond, KY 40475 - 595 South Keeneland Drive (denise.jones@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1424	Agency for New Americans - - 1614 W Jefferson Street (jcampbell@mtnstatesgroup.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1425	Boise State University (Broncojobs) Boise, ID - General Workforce/ Job Center Contact Email - 1910 University Drive (career@boisestate.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1426	Boise State University Women[S Ctr - Jess Caldwell-O'Keefe - 1910 University Drive (jesscaldwellokeefe@boisestate.edu.)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1427	Community Council of Idaho - - 6618 Cleveland Blvd. Ste B (jmorales@ccimail.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1428	Division of Vocational Rehabilitation - - 3110 E. Caldwell Blvd. #A7 (jeanette.ward@vr.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1429	Division of Vocational Rehabilitation - - 29 North Main (jeanette.ward@vr.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1430	Division of Vocational Rehabilitation - - 136 McClure (jeanette.ward@vr.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1431	Division of Vocational Rehabilitation - - 600 E. Watertower Street Suite B (jeanette.ward@vr.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1432	Division of Vocational Rehabilitation - Wendy Page - 10200 W. Emerald Street Suite 101 (wendy.page@vr.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1433	Idaho Commission On Hispanic Affairs - Lymaris Blackmon - 304 N 8th Street (lymaris.blackmon@icha.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1434	Idaho Department of Labor - Boise - - 600 N. Steelhead Way (Finia.Dinh@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1435	Idaho Department of Labor - Boise - DVET Dale Langford - 317 W. Main Street (Michael.Storm@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1436	Idaho Department of Labor - Canyon County - - 4514 Thomas Jefferson Street (dave.howerton@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1437	Idaho Department of Labor - Emmett - - 288 West Hwy 16 (emmettmail@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1438	Idaho Department of Labor - Meridian - - 1090 E. Watertower Street Suite 100 (jim.givens@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1439	Idaho Department of Labor - Meridian - John Russ - 1090 E. Watertower Street Suite 100 (john.russ@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1440	Idaho Department of Labor - Mountain Home - Katie Eiden - 1150 American Legion Blvd. (katie.eiden@labor.idaho)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1441	Idaho Department of Labor - Payette - Lisa Burgess - 501 North 16th Street, Suite 107 (lisa.burgess@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1442	Idaho Department of Labor (Boise) - General Workforce/ Job Center Contact Email - 219 West Main Street (boisemail@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1443	Idaho Department of Labor (Mountain Home) - - 1993 E 8th N (mountainhomemail@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1444	Idaho Department of Labor (Mountain Home) - General Workforce/ Job Center Contact Email - 1150 American Legion Boulevard (mountainhomemail@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1445	Idaho Department of Labor (Mountain Home) - Ray Cotton (Veterans Representative) - 1150 American Legion Blvd. (raymond.cotton@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1446	Idaho Department of Labor (Payette) - General Workforce/ Job Center Contact Email - 501 North 16th Street, Suite #107 (payettemail@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1447	Idaho Department of Labor- Meridian - Meridian, ID 83642 - 205 E Watertower Lane (gary.hanna@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1448	Idaho Refugee Service Program - Jan Reeves - 1607 W Jefferson (jreeves@idahorefugees.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1449	The Arc, Inc - Boise - Kristen Laiola - 4402 Albion St (klaiola@thearcinc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1450	Treasure Valley Naacp - - PO BOX 8436 (naacp@naacp-treasurevalley.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1451	World Relief - Emerald Douthit - 6702 Fairview Ave (edouthit@wr.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1906	Jackson County Continuing Education - McKee, KY 40447 - 1100 Education Mountain Dr (joey.neeley@jackson.kyschools.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2024	Division of Vocational Rehabilitation - - 1445 Fillmore Suite 1102 (mark.gritton@vr.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2025	Division of Vocational Rehabilitation - - 1600 Parke Avenue Suite B3 (mark.gritton@vr.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2026	Idaho Department of Labor - Magic Valley - - 420 Falls Avenue (johnny.moreno@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2027	Idaho Department of Labor - Magic Valley - Chris Orders - 420 Falls Avenue (magicvalley@mail@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2028	Idaho Department of Labor - Mini- Cassia - - 127 West 5th Street North (johnny.moreno@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2029	Idaho Department of Labor - Mini- Cassia - Chet Jeppesen - 127 West 5th Street North (Chet.Jeppesen@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2030	Idaho Department of Labor (Magic Valley) - General Workforce/ Job Center Contact Email - 420 Falls Avenue (magicvalley@mail@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2031	Idaho Department of Labor (Mini- Cassia) - General Workforce/ Job Center Contact Email - 127 West 5th Street North (mini- cassia@mail@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2032	Idaho Department of Labor (Twin Falls) - General Workforce/ Job Center Contact Email - 420 Falls Avenue (magicvalley@mail@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com https://www.military.com/	212-548-8395	

Local Sources

L1	Boisehelpwanted.com*	One Civic Center Plaza 506 Poughkeepsie, NY 12601	Maureen Daley www.boisehelpwanted.com	800-365-8630 Ext 9002	
L2	College of Western Idaho *	5500 East Opportunity Drive Nampa, ID 83687 Nampa, ID 83687	Allison Molitor allisonmolitor@cwidaho.cc https://cwidaho-csm.symplicity.com/	2085622378	
L4	American Broadcasting School	712 North Watson Road Suite 200 Arlington, TX 76011	Michelle McConnell michelle@radioschool.com	817-695-2474	
L5	Bates Technical College *	2320 S. 19th Street Tacoma, WA 98405	Ken Witkoe Kwitkoe@batestech.edu	253-680-7761	
L8	Central Michigan University	340 Moore Hall Mount Pleasant, MI 48859	Peter B. Orlik, PH.D. orlik1pb@cmich.edu	989-774-3851	
L9	Collective Talent *	5134 Sandy Beach Ave Sarasota, FL 34242	Michael Bille bille@michaelsmedia.com	813-4944555	
L10	Emerson College	113 Gray Street Arlington, MA 02476	Mary Sullivan careers@emerson.edu	781-646-1077	
L12	Idaho State Broadcasters Association*	1674 Hill Road Suite 3 Boise, ID 83702	Connie Searles isba@idahobroadcasters.org	208-345-3072	
L13	Northwest Nazarene University	623 S University Boulevard Nampa, ID 83686	Amanda Marble career@nnu.edu	208.467.8767	
L14	Ohio & Illinois Center for Broadcasting	530 South State Street Chicago, IL 60605	Don Clark dclark@beonair.com	312-884-8000	
L15	University of North Texas *	PO Box 310589 Denton, TX 76203	Phyllis Slocum slocum@unt.edu	940-565-2565	
L16	University of Wisconsin-Oshkosh School of Radio, TV & Film	800 Algoma Blvd. Oshkosh, WI 54901	Justine Stokes stokesj@uwosh.edu	920-424-3133	
L21	Idaho Department of Labor*	317 W Main Street Boise, ID 83735	boisemail@labor.idaho.gov www.labor.idaho.gov	208-332-3570	
L24	Handshake	660 4th St #113 San Francisco, CA 94104	https://app.joinhandshake.com		1
L29	Southern New Hampshire University (SNHU)*		Mark Shappert m.schappert@snhu.edu www.handshake.com		

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L30	602 Communications		www.602communications.com		
L31	Social Media - Facebook	1866 E. Chisholm Dr. Nampa, ID 83687	J Bates	208381666 0	
Total Number of Interviewees Referred:					118

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Integrated [JR024586]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C2024, C2025, C2026, C2027, C2028, C2029, C2030, C2031, C2032, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L5, L9, L12, L15, L21, L24, L29	Code Number: C3 Start Date: 2021-02-22
Assoc Account Exec, TV [JR024814]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L5, L9, L12, L15, L21, L24, L29	Code Number: C97 Start Date: 2021-05-03
Asst News Director [JR024578]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L5, L9, L12, L15, L21, L24, L29	Code Number: C130 Start Date: 2021-04-01
Commercial Production Manager [JR023879]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C2024, C2025, C2026, C2027, C2028, C2029, C2030, C2031, C2032, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L5, L9, L12, L15, L21, L24, L29	Code Number: C3 Start Date: 2021-01-04
Digital Content Producer [JR023491]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L5, L9, L12, L15, L21, L24, L29	Code Number: C134 Start Date: 2020-07-24

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Dir, Creative Services [JR024851]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L5, L9, L12, L15, L21, L24, L29	Code Number: C97 Start Date: 2021-04-29
Director II [JR023494]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L5, L9, L12, L15, L21, L24, L29	Code Number: C2 Start Date: 2020-08-17
General Manager, TV and Sales [JR023686]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L5, L9, L12, L15, L21, L24, L29	Code Number: C2 Start Date: 2021-01-01
Media Prep Technician [JR024052]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L5, L9, L12, L15, L21, L24, L29	Code Number: C2 Start Date: 2020-11-09
Meteorologist, Weekend [JR024154]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L5, L9, L12, L15, L21, L24, L29	Code Number: C2 Start Date: 2020-12-07

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Morning Anchor, MMJ [JR024142]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L5, L9, L12, L15, L21, L24, L29	Code Number: C97 Start Date: 2021-01-04
Multimedia Journalist [JR022445]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, L1, L2, L5, L9, L12, L15, L21, L24, L29	Code Number: C97 Start Date: 2020-06-01
Multimedia Journalist [JR023910]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L5, L9, L12, L15, L21, L24, L29	Code Number: C3 Start Date: 2020-11-16
Multimedia Journalist [JR024248]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L5, L9, L12, L15, L21, L24, L29	Code Number: C2 Start Date: 2021-01-04
Multimedia Journalist [JR024435]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C2024, C2025, C2026, C2027, C2028, C2029, C2030, C2031, C2032, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L5, L9, L12, L15, L21, L24, L29	Code Number: C1 Start Date: 2021-03-29

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Photographer II [JR023860]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L5, L12, L13, L15, L21, L24, L29	Code Number: C2 Start Date: 2020-09-21
Photographer II [JR024001]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L5, L9, L12, L15, L21, L24, L29	Code Number: C2 Start Date: 2020-10-12
Real-Time Editor [JR023448]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L5, L9, L12, L15, L21, L24, L29	Code Number: C2 Start Date: 2020-06-08
Weekend Anchor, MMJ [JR024434]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L5, L9, L12, L15, L21, L24, L29	Code Number: C3 Start Date: 2021-02-01

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	HRBP and General Sales Manager attended Idaho Job Fair in person and hosted a booth on Jan 28 2021
	HRBP and Corp Recruiter attended Newhouse Diversity Communications Career Fair, sponsored by Syracuse University school of journalism - March 5, 2021
	HRBP and Corp Recruiter attended Klein Internship and Career Fair, Journalism/Broadcast/Audio/Video Production on March 10, 2021
Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.	News Anchor participated in the News Literacy project on Jan 21, 2021 and Jan 28, 2021. Discussed professional experiences and conducted detailed broadcast workshop.
	Operations Manager participated in the Idaho Business Professionals of America event, where he helped select the best broadcast production presentations and teams for future careers in broadcast. March 10, 2021
	MMJ was keynote speaker at Idaho job fair discussing careers in broadcast on June 24, 2020. https://www.youtube.com/watch?v=nl7e2MCKI4&t=4155s
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	KIVI implemented Training Wheels program where we utilize formal training plans to prepare employees for success in future roles and track progress of development.
	KIVI and its employees participate in The EW Scripps Company's Career Management Program that includes training to help employees develop their career skills.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	News Director presented to graduating Seniors at Mountain View HS, who are preparing for careers in broadcast. April 5, 2021.
	MMJ met with students from Jerome HS workshopping a local newscast and discussing future careers in broadcast. September 28-October 1, 2020
	Assistant News Director attended a Virtual Career Day for John Kerr Elementary, speaking on careers in journalism and broadcasting. April 16, 2021

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	Meteorologist presented to two elementary classes at Jefferson Elementary on March 4 & 5, 2021, discussing tools used to predict weather, and requirements to be a meteorologist
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EXHIBIT 3

**DOCUMENTATION OF RECRUITMENT EFFORTS FOR THE VACANCIES
DESCRIBED IN THE PUBLIC FILE REPORTS AT EXHIBIT 2**

Documentation is organized by the job request number reflected in the EEO Public File Report (e.g., JR 021709). For each position, the attached documentation generally includes, as applicable, the job description and posting to Scripps-controlled websites, email correspondence with local and national recruitment sources, and evidence of postings to “aggregator” sites such as Handshake and eQuest. The individual sources to which eQuest disseminated the job postings are reflected in the EEO Public File Reports at Exhibit 2. All listed vacancies were posted on Scripps’ external website – scripps.com – where those job openings are picked up by other aggregators such as Indeed.com and disseminated over a wide range of job recruitment sites.

Account Exec, Integrated

JR021709

Butler, Heidi

From: jobs@tvjobs.com
Sent: Tuesday, August 20, 2019 1:50 PM
To: Butler, Heidi
Subject: TVJobs.com - Sales Account Executive job posted

[EXTERNAL SENDER]

JOB POSTING NOTIFICATION FROM TVJOBS

The "Sales Account Executive" position for KSAW was just posted
in the Job Bank and is now available on-line ...

Station : KSAW

Position : Sales Account Executive

Category : Sales - Account Executive

Database : Television

Job ID : TVJ#34353901

Posted : 8/20/2019

Expires : 9/20/2019

Status : Non-Registered Employer - New Job Listing

Ad Text :

Sales Account Executive

E.W. Scripps is a premier media organization headquartered in Cincinnati, Ohio. We are currently seeking a high-energy, multi-tasking Account Executive to join our Sales team. The successful candidate will be a broadcast experienced aggressive, break-out salesperson to manage an important list of accounts and develop new and online business for the station.

The Account Executive works under the direction of the Local Sales Manager to maintain and grow existing business/relationships with our key accounts. Identify and pursue ways to increase individual, client and company sales growth and retention in our full product portfolio. Professional with superior people skills, great attitude and work ethic. Is excited about the opportunity for developing relationships and acting as a strategic business partner for our customers.

- Increase market share from established account base with a focus on business development.
- Develop high value advertiser relationships and maintain a high level of advertiser satisfaction and results.
- Consult as a strategic business partner with customers offering a variety of advertising, marketing and audience sales solutions.
- Identify and pursue ways to increase individual, client and company performance.
- Conduct needs assessment interviews with clients to develop customer driven audience solutions.
- Leverages product knowledge and business acuity to create effective solutions for key/large customers.
- Negotiate large deals and contracts across the full offering of products.
- Develops layouts, writes ad copy and prepares sales presentations.
- Anticipate and address problems outside the normal scope of the job and offer solutions.
- Initiate, coordinate and conduct formal verbal and written sales presentations.
- Close business in the full product portfolio meeting or exceeding individual and or team goals.
- Monitor competitive media, trends across markets or client industries and identifies opportunities to increase market share.
- Participate in budgeting and forecasting individual revenues achievement.
- Create reports on territory performance and strategic acquisition initiatives.
- Adheres to company policy and assigned standards of performance.
- Other duties as assigned by manager.

Education & Experience/Certifications:

- Bachelor`s Degree in related discipline and sales experience generating leads, cold calling, closing business and managing clients or comparable combination of education.

Skills and Abilities

- Must have excellent listening skills.
- Ability to craft solutions quickly based on needs assessment.
- Demonstrated record of success in a goal oriented, highly accountable sales environment
- Proven ability to sell multiple products, generate new business and increase market share.
- Strong ability to develop and manage a sales pipeline, generate referrals/leads and track/follow-up on leads.
- Excellent presentation, public speaking, interpersonal and communication skills.
- Must be able to work well under pressure of multiple deadlines and assignments.
- Must have a diligent work ethic and be dependable.
- The ability to read, analyze, and interpret sales demographics information to develop creative sales solutions.
- Must be able to use systematic thinking, the ability to persuade and exhibit effective closing skills.
- Present ability to negotiate large deals and close contracts.
- Ability to generate reports, business correspondence, and presentations.
- Strong communication skills and the capability to effectively respond to questions from managers, colleagues and customers.
- Must have the ability to calculate figures related to advertising rates, discounts, packages, ad sizes, commissions and mileage.
- Proficient use of Microsoft Office (Excel, Word, Outlook) and other software programs such as customer relations software.

Let us know you found this job at TVJobs.com

• <U>Apply Here</U>

Notes :

1. We recommend that you either save or print this page and provide the above Job ID number to a TVJobs administrator in any future correspondence concerning this ad.

2. We recommend that you print this page and include it with your EOE file for this position as confirmation that this job was

posted for the above duration at TVJobs ([3. We will send notification of pending expiration 5 days prior to the expiration date to enable you to extend the job, if necessary.](https://urldefense.proofpoint.com/v2/url?u=http-3A__www.tvjobs.com&d=DwIBaQ&c=aLv4kG3eFBuAUFgZfQ07JQ&r=OvpHSYa_nxF6ReR6AEjEBK7198FybXGj-2QjsSLuNkl&m=DpB4jMC2UXcQmVnKD-CNsZdxj1_ayq8gyip56kGXwKE&s=x7ngBEsHqIqregDB1hPiO3F1ZqMXiF1tgm4htCGbn0A&e=)</p></div><div data-bbox=)

Should you need this job extended, e-mail admin@tvjobs.com, supply reference number and amount of additional time needed. We are happy to extend the position for you.

4. If no extension is needed, the job will be automatically removed at 1 am PST on 9/20/2019.

5. If for any reason you need the listing removed early, e-mail

admin@tvjobs.com, supply reference number and reason for removal.

6. If you would like to verify that the actual job listing is online,

point your browser to:

https://urldefense.proofpoint.com/v2/url?u=http-3A__www.tvjobs.com_cgi-2Dbin_JOB-3FID-3D8572211687833414&d=DwlBaQ&c=aLv4kG3eFBuAUFGZFQ07JQ&r=OvpHSYa_nxF6ReR6AEjEBK7198FybXGj-2QjsSLuNkl&m=DpB4jMC2UXcQmVnKD-CNsZdxj1_ayq8gyip56kGXwKE&s=V2-YMF9uoref0OqZJNE9w4casNI3zvhUNNRlyFQxYh0&e=

TIP! The above address is a good way to check on the status

of this position. Keep this address where you can easily find it.

Thank you very much for posting your available positions at TVJobs.

If we can be of any further assistance, don't hesitate to ask.

Best Regards

Mark C. Holloway

Broadcast Employment Services

TVJobs

admin@tvjobs.com

>>This message has been automatically generated by TVJobs to help you manage your online jobs.<<

Job title or requisition



Show inactive jobs: No

Date ↓

Associate Account Executive

#JR021714 📍 Las Vegas, Nevada 📅 08/20/2019

Quality Assurance Engineer

#JR021679 📍 San Francisco, California 📅 08/20/2019

Account Executive

#JR021709 📍 Twin Falls, Idaho 📅 08/20/2019

Edit (/job/go/edit/JR021709) ▼

Repost (/en/job/repost/JR021709) ▼



Job Board

Job Board

Expires

Compliance - Local Diversity

08/20/2019

09/19/2019



Compliance_HireAHero

08/20/2019

09/19/2019



Compliance_JOFDAV

08/20/2019

09/19/2019



Compliance_recruitABILITY

08/20/2019

09/19/2019



Compliance_USDiversity

08/20/2019

09/19/2019



TVJobs.com

08/20/2019



Videographer - Per Diem - WXYZ

#JR014614 📍 Southfield, Michigan 📅 08/20/2019

National Team Temporary Producer

#JR021707 📍 Denver, Colorado 📅 08/19/2019

National Team Digital Content Director

#JR021706 📍 Denver, Colorado 📅 08/19/2019

Anchor/MMJ

#JR021711 📍 Fort Myers, Florida 📅 08/19/2019

Sales Support Asst II-Butte

#JR021696 📍 Butte, Montana 📅 08/19/2019

Creative Services Tech IV at WKBW-TV Buffalo, NY

#JR021710  Buffalo, New York  08/19/2019

Multimedia Journalist (PT) - KPAX

#JR021705  Missoula, Montana  08/18/2019

[◀ Prev](#) [Next ▶](#)

Butler, Heidi

From: Butler, Heidi
Sent: Monday, August 19, 2019 12:38 PM
To: Bates Technical College; Collective Talent (bille@michaelsmedia.com); 'CWI'; Heidi; ISBA (isba@idahobroadcasters.org); Morales, Kristina; SNHU; 'TV Jobs.com'; UNT - Phyllis Slocum
Subject: Full Time Sales AE - Twin Falls, ID

We have the following position available in Twin Falls, ID:

Sales Account Executive – Twin Falls, ID

E.W. Scripps is a premier media organization headquartered in Cincinnati, Ohio. We are currently seeking a high-energy, multi-tasking Account Executive to join our Sales team. The successful candidate will be a broadcast experienced aggressive, break-out salesperson to manage an important list of accounts and develop new and online business for the station.

The Account Executive works under the direction of the Local Sales Manager to maintain and grow existing business/relationships with our key accounts. Identify and pursue ways to increase individual, client and company sales growth and retention in our full product portfolio. Professional with superior people skills, great attitude and work ethic. Is excited about the opportunity for developing relationships and acting as a strategic business partner for our customers.

- Increase market share from established account base with a focus on business development.
 - Develop high value advertiser relationships and maintain a high level of advertiser satisfaction and results.
 - Consult as a strategic business partner with customers offering a variety of advertising, marketing and audience sales solutions.
 - Identify and pursue ways to increase individual, client and company performance.
 - Conduct needs assessment interviews with clients to develop customer driven audience solutions.
 - Leverages product knowledge and business acuity to create effective solutions for key/large customers.
 - Negotiate large deals and contracts across the full offering of products.
 - Develops layouts, writes ad copy and prepares sales presentations.
 - Anticipate and address problems outside the normal scope of the job and offer solutions.
 - Initiate, coordinate and conduct formal verbal and written sales presentations.
 - Close business in the full product portfolio meeting or exceeding individual and or team goals.
 - Monitor competitive media, trends across markets or client industries and identifies opportunities to increase market share.
 - Participate in budgeting and forecasting individual revenues achievement.
 - Create reports on territory performance and strategic acquisition initiatives.
 - Adheres to company policy and assigned standards of performance.
 - Other duties as assigned by manager.
- Education & Experience/Certifications:
- Bachelor's Degree in related discipline and sales experience generating leads, cold calling, closing business and managing clients or comparable combination of education.
- Skills and Abilities
- Must have excellent listening skills.
 - Ability to craft solutions quickly based on needs assessment.
 - Demonstrated record of success in a goal oriented, highly accountable sales environment
 - Proven ability to sell multiple products, generate new business and increase market share.
 - Strong ability to develop and manage a sales pipeline, generate referrals/leads and track/follow-up on leads.
 - Excellent presentation, public speaking, interpersonal and communication skills.
 - Must be able to work well under pressure of multiple deadlines and assignments.
 - Must have a diligent work ethic and be dependable.
 - The ability to read, analyze, and interpret sales demographics information to develop creative sales solutions.
 - Must be able to use systematic thinking, the ability to persuade and exhibit effective closing skills.
 - Present ability to negotiate large deals and close contracts.
 - Ability to generate reports, business correspondence, and presentations.
 - Strong communication skills and the capability to effectively respond to questions from managers, colleagues and customers.
 - Must have the ability to calculate figures related to advertising rates, discounts, packages, ad sizes, commissions and mileage.
 - Proficient use of Microsoft Office (Excel, Word, Outlook) and other software programs such as customer relations software.
- [About Scripps](#)

The E.W. Scripps Company (NASDAQ: SSP) serves audiences and businesses through a growing portfolio of local and national media brands. With 52 television stations in 36 markets, Scripps is one of the nation's largest independent TV station owners. Scripps runs a collection of national journalism and content businesses, including Newsy, the next-generation national news network; podcast industry leader Stitcher; the fast-growing national broadcast networks Bounce, Grit, Escape, Laff and Court TV; and Triton, the global leader in digital audio technology and measurement services. Scripps runs an award-winning investigative reporting newsroom in Washington, D.C., and is the longtime steward of the Scripps National Spelling Bee. Founded in 1878, Scripps has held for decades to the motto, "Give light and the people will find their own way."

As an equal employment opportunity employer, The E.W. Scripps Company and its affiliates do not discriminate in its employment decisions on the basis on race, sex, sexual orientation, gender, color, religion, age, genetic information, medical condition, disability, marital status, citizenship or national origin, and military membership or veteran status, or on any other basis which would be in violation of any applicable federal, state or local law. Furthermore, the company will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship for the company.

Please have candidates apply online:

https://scripps.wd5.myworkdayjobs.com/Scripps_Careers/job/Twin-Falls-ID---KSAW/Account-Executive_JR021709-1

Heidi Butler, HRBP - Boise Market

208-381-6603 (office)

208-590-9648 (cell)

866-397-1214 (Workday and Payroll Help)

855-376-7996 (Benefits Help)

Account Executive

Twin Falls, ID - KSAW

Apply

Posted Today

Full time

JR021709

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- Initiate, coordinate and conduct formal verbal and written

About Us



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sales presentations.

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- Must be able to work well under pressure of multiple deadlines and assignments.
- Must have a diligent work ethic and be dependable.
- The ability to read, analyze, and interpret sales demographics information to develop creative sales solutions.
- Must be able to use systematic thinking, the ability to persuade and exhibit effective closing skills.
- Present ability to negotiate large deals and close contracts.
- Ability to generate reports, business correspondence, and presentations.
- Strong communication skills and the capability to effectively respond to questions from managers, colleagues and customers.
- Must have the ability to calculate figures related to advertising rates, discounts, packages, ad sizes, commissions and mileage.
- Proficient use of Microsoft Office (Excel, Word, Outlook) and other software programs such as customer relations software.

About Scripps

The E.W. Scripps Company (NASDAQ: SSP) serves audiences and businesses through a growing portfolio of local and national media brands. With 52 television stations in 36 markets, Scripps is one of the nation's largest independent TV station owners. Scripps runs a collection of national

journalism and content businesses, including [Newsy](#), the next-generation national news network; podcast industry leader [Stitcher](#); the fast-growing national broadcast networks [Bounce](#), [Grit](#), [Escape](#), [Laff](#) and [Court TV](#); and [Triton](#), the global leader in digital audio technology and measurement services. Scripps runs an award-winning investigative reporting newsroom in Washington, D.C., and is the longtime steward of the [Scripps National Spelling Bee](#). Founded in 1878, Scripps has held for decades to the motto, "Give light and the people will find their own way."

As an equal employment opportunity employer, The E.W. Scripps Company and its affiliates do not discriminate in its employment decisions on the basis on race, sex, sexual orientation, gender, color, religion, age, genetic information, medical condition, disability, marital status, citizenship or national origin, and military membership or veteran status, or on any other basis which would be in violation of any applicable federal, state or local law. Furthermore, the company will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship for the company.

#LI-RF1

#GD-RF1

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Sales

Sales Account Executive - Twin Falls, ID

E.W. Scripps is a premier media organization headquartered in Cincinnati, Ohio. We are currently seeking a high-energy, multi-tasking Sales Account Executive to join our Sales team. The successful candidate will be a broadcast experienced aggressive, break-out salesperson to manage an important list of accounts and develop new and online business for the station.

The Sales Account Executive works under the direction of the Local Sales Manager to maintain and grow existing business/relationships with our key accounts. Identify and pursue ways to increase individual, client and company sales growth and retention in our full product portfolio. Professional with superior people skills, great attitude and work ethic. Is excited about the opportunity for developing relationships and acting as a strategic business partner for our customers.

- Increase market share from established account base with a focus on business development.
- Develop high value advertiser relationships and maintain a high level of advertiser satisfaction and results.
- Consult as a strategic business partner with customers offering a variety of advertising, marketing and audience sales solutions.
- Identify and pursue ways to increase individual, client and company performance.
- Conduct needs assessment interviews with clients to develop customer driven audience solutions.
- Leverages product knowledge and business acuity to create effective solutions for key/large customers.
- Negotiate large deals and contracts across the full offering of products.
- Develops layouts, writes ad copy and prepares sales presentations.
- Anticipate and address problems outside the normal scope of the job and offer solutions.
- Initiate, coordinate and conduct formal verbal and written sales presentations.
- Close business in the full product portfolio meeting or exceeding individual and or team goals.
- Monitor competitive media, trends across markets or client industries and identifies opportunities to increase market share.
- Participate in budgeting and forecasting individual revenues achievement.
- Create reports on territory performance and strategic acquisition initiatives.
- Adheres to company policy and assigned standards of performance.
- Other duties as assigned by manager.

Education & Experience/Certifications:

- Bachelor's Degree in related discipline and sales experience generating leads, cold calling, closing business and managing clients or comparable combination of education.

Skills and Abilities

- Must have excellent listening skills.
- Ability to craft solutions quickly based on needs assessment.
- Demonstrated record of success in a goal oriented, highly accountable sales environment
- Proven ability to sell multiple products, generate new business and increase market share.
- Strong ability to develop and manage a sales pipeline, generate referrals/leads and track/follow-up on leads.
- Excellent presentation, public speaking, interpersonal and communication skills.
- Must be able to work well under pressure of multiple deadlines and assignments.

- Must have a diligent work ethic and be dependable.
- The ability to read, analyze, and interpret sales demographics information to develop creative sales solutions.
- Must be able to use systematic thinking, the ability to persuade and exhibit effective closing skills.
- Present ability to negotiate large deals and close contracts.
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Apply Now! (https://scripps.wd5.myworkdayjobs.com/Scripps_Careers/job/Twin-Falls-ID---KSAW/Account-Executive_JR021709-1)

Visit <http://www.scripps.com/>  (<http://www.scripps.com/>) to learn more about **KIVI-TV and KSAW Twin Falls, ID.**

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- Negotiate large deals and contracts across the full offering of products.
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Headquarters

312 Walnut St, Ste 2800, Cincinnati, OH 45202, USA

Website

www.scripps.com (<http://www.scripps.com>)

Division

Boise Market

We are a company rich in media history while staying focused on the future. Scripps is one of the nation's largest independent TV station owners. Our 33 television stations and 34 radio stations are vibrant businesses. From this position of strength, we are working to stay ahead of the ways in which people use technology to find news and information.

But no matter what platform we use, we will always ascribe to our longtime motto: Give light and the people will find their own way.

At Scripps your career opportunities are as endless as your imagination and initiative. Our goal is to hire the best, to spark your passion for the job, and then to nourish your career with tools that will help you to learn and to excel.

Scripps is a place of action and energy, where entrepreneurship and innovation are rewarded. Here, we encourage the hearts of our employees to relish our victories and learn from our failures. We are not just running a business; we are continuing a

Assoc. Account Exec, TV

JR020821

Butler, Heidi

From: Butler, Heidi
Sent: Tuesday, April 23, 2019 2:27 PM
To: Bates Technical College; bille@michaelsmedia.com; CWI; Butler, Heidi; ISBA (isba@idahobroadcasters.org); Morales, Kristina; TV Jobs.com ; UNT - Phyllis Slocum
Subject: Full Time Sales Account Executive & Associate Account Executive (Sales)

Our Nampa, ID office has the following two full time positions available:

AAE https://scripps.wd5.myworkdayjobs.com/Scripps_Careers/job/Boise-ID--KIVI/Associate-Account-Executive---KIVI_JR020821-1

Associate Account Executive (Sales):

We are looking for innovative, passionate sales professionals to join our team. If you are interested in learning more, please complete your Scripps profile and one of our recruiters will follow up with you.

Associate Account Executive

E.W. Scripps, a premier media organization is seeking a high-energy, multi-tasking Associate Account Executive to join our Sales team. The successful candidate will have some sales experience. You would be assisting and gaining working knowledge of the various departments within the sales department.

Phase I - You will gain a working knowledge and be trained in the performance of the following types of duties:

- Local Sales – Handle airtime sales to advertising agencies and direct clients; process orders into station systems and generate contracts; schedule paid programming; resolve airtime scheduling problems such as revisions; make goods, preemptions, discrepancies and cancellations.
- Research/Marketing – Prepare analysis of market program audiences and estimates; assist sales in marketing initiatives; create sales campaigns and presentations; work with Nielsen ratings/products; learn use of ABC network systems.
- Traffic – Input local copy instructions and orders; manipulate inventory and commercial placement; formatting of daily logs.
- Digital – Gain understanding of multi-platform media such as online media, mobile and digital sales.

Phase II - In the remaining months of the program, you will work with the account executives to become fully immersed in your role as a sales professional. Responsibilities will include:

- Perform client services including but not limited to avail presentations, package preparation, copy writing, credit applications, collections, etc.
- Create non-traditional revenue opportunities, coordinating production efforts for new clients and executing post-buy analyses of broadcast and digital schedules
- Obtain commercial material to be used by Traffic for on-air schedules.
- Develop new business for multiple platforms (such as on-air, mobile, online, digital) and utilize research to position the station as a premiere marketing vehicle.
- Perform other duties as assigned.

Education

College degree in Communications or Marketing preferred.

Skills & Abilities

- Working knowledge of Microsoft applications.
- Self-motivated, creative and strong people skills
- Detail-oriented with excellent written and oral communication/presentation skills
- Ability to work within a team framework are required
- Driving required. Valid Driver's License, good driving record and ability to provide proof of insurability with company required insurance limits.

AE https://scripps.wd5.myworkdayjobs.com/Scripps_Careers/job/Boise-ID--KIVI/Account-Executive---KIVI_JR020823-1

Account Executive - Sales

E.W. Scripps is a premier media organization headquartered in Cincinnati, Ohio. We are currently seeking a high-energy, multi-tasking Account Executive to join our Sales team. The successful candidate will be a broadcast experienced aggressive, break-out salesperson to manage an important list of accounts and develop new and online business for the station.

The Account Executive works under the direction of the Local Sales Manager to maintain and grow existing business/relationships with our key accounts. Identify and pursue ways to increase individual, client and company sales growth and retention in our full product portfolio. Professional with superior people skills, great attitude and work ethic. Is excited about the opportunity for developing relationships and acting as a strategic business partner for our customers.

- Increase market share from established account base with a focus on business development.
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- Close business in the full product portfolio meeting or exceeding individual and or team goals.
- Monitor competitive media, trends across markets or client industries and identifies opportunities to increase market share.
- Participate in budgeting and forecasting individual revenues achievement.
- Create reports on territory performance and strategic acquisition initiatives.
- Adheres to company policy and assigned standards of performance.
- Other duties as assigned by manager.

Education & Experience/Certifications:

- Bachelor's Degree in related discipline and sales experience generating leads, cold calling, closing business and managing clients or comparable combination of education.

Skills and Abilities

- Must have excellent listening skills.
- Ability to craft solutions quickly based on needs assessment.
- Demonstrated record of success in a goal oriented, highly accountable sales environment
- Proven ability to sell multiple products, generate new business and increase market share.
- Strong ability to develop and manage a sales pipeline, generate referrals/leads and track/follow-up on leads.
- Excellent presentation, public speaking, interpersonal and communication skills.
- Must be able to work well under pressure of multiple deadlines and assignments.
- Must have a diligent work ethic and be dependable.
- The ability to read, analyze, and interpret sales demographics information to develop creative sales solutions.
- Must be able to use systematic thinking, the ability to persuade and exhibit effective closing skills.
- Present ability to negotiate large deals and close contracts.
- Ability to generate reports, business correspondence, and presentations.
- Strong communication skills and the capability to effectively respond to questions from managers, colleagues and customers.
- Must have the ability to calculate figures related to advertising rates, discounts, packages, ad sizes, commissions and mileage.
- Proficient use of Microsoft Office (Excel, Word, Outlook) and other software programs such as customer relations software.

Both positions: About Scripps

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Please let me know if you have any questions. Thank you.

View Business Process from Notification:
Create Position: Associate Account Executive
- Sales

01:47 PM
04/22/2019
Page 1 of 2

For Supervisory Org (Merri Hanson)
Overall Process Create Position: Associate Account Executive - Sales
Overall Status Successfully Completed
Due Date 04/29/2019
Calendars In Use Consecutive Days (No Calendars Selected)

Details

Organization Supervisory Org (Merri Hanson)
Positions Created Associate Account Executive - Sales (Unfilled)
Position Request Reason Create Position > Created Position > Not Budgeted
Job Posting Title Associate Account Executive - Sales
Number of Positions 1

Hiring Restrictions

Availability Date 04/22/2019
Earliest Hire Date 04/22/2019
Job Profile Assoc Account Exec, TV - 12480
Job Description

Primary Purpose

This position will assist and gain a working knowledge of the various departments within the sales department.

Key Activities

PHASE 1: In the first month of the program, the associate will gain a working knowledge and be trained in the performance of the following types of duties:

- National Sales: Handle airtime sales to advertising agencies and direct clients; process orders into station systems and generate contracts; schedule paid programming; resolve airtime scheduling problems such as revisions, make goods, preemptions, discrepancies and cancellations.
- Research/Marketing: Prepare analysis of market program audiences and estimates; assist sales in marketing initiatives; create sales campaigns and presentations; work with Nielsen ratings/products; learn use of ABC network systems.
- Traffic: Input local copy instructions and orders; manipulate inventory and commercial placement; formatting of daily logs.
- New Media: Gain understanding of multi-platform media such as online media, mobile and digital sales.

PHASE II: In the remaining months of the program, the associate will work with the account executives to become fully immersed in their role as a sales professional.

- Perform client services including but not limited to avail presentations, package preparation, copy writing, credit applications, collections, etc.
- Create non-traditional revenue opportunities.
- Coordinate production efforts for new clients.
- Execute post-buy analyses of broadcast and digital schedules
- Obtain commercial material to be used by Traffic for on-air schedules.
- Develop new business for multiple platforms (such as on-air, mobile, online, digital).
- Utilize research to position the station as premiere marketing vehicle.
- Perform other duties as needed and directed by Sales Management Team.

Skills

Education & Experience

- College degree from an accredited College or University with a degree in Communications or Marketing preferred.

Skills & Abilities

- Working knowledge of Microsoft applications
- Self-motivated creative and possess strong people skills
- Detail oriented with excellent written and oral communication/presentation skills
- Work within a team framework

Work Environment

- {Enter Bullet 1}

Additional Requirements

- Valid driver's license and good driving record required. In addition, proof of insurance and liability coverage may be required.

Location Boise, East Chisholm Drive
Time Type Full time
Worker Type Employee
Worker Sub-Type Regular

Process

Process History

Process	Step	Status	Completed On	Due Date	Person	Comment
Create Position	Create Position	Step Completed	04/22/2019 12:31:03 PM	04/29/2019	Heidi Butler	Heidi Butler: Replacing fulltime Sales AE opening
Create Position	Approval by HR Administrator	Not Required		04/29/2019		
Change Organization Assignments for Worker	Change Organization Assignments for Worker	Submitted	04/22/2019 12:32:36 PM	04/24/2019	Heidi Butler (Initiator)	
Change Organization Assignments for Worker	Review Organization Assignments	Not Required		04/24/2019		
Create Position	Approval by HR Partner (Supervisory)	Not Required		04/29/2019		
Create Position	Approval by Manager	Approved	04/22/2019 12:41:14 PM	04/29/2019	Merri Hanson (Manager)	
Create Position	Approval by Manager's Manager	Approved	04/22/2019 12:42:13 PM		Ken Ritchie (Manager's Manager)	
Create Position	Approval by Finance Partner	Approved	04/22/2019 01:30:26 PM		Brian Curry (Finance Partner)	
Create Position	To Do: Create Supervisory Org	Not Required		04/29/2019		
Change Organization Assignments for Worker	To Do: Company assignment for worker has been changed.	Not Required		04/24/2019		

Related Links

Related Link	Link Description
Test	Test

Job title or requisition



Date

KERO News Producer

#JR020819 Bakersfield, California 04/24/2019

KMGH News Producer

#JR020831 Denver, Colorado 04/24/2019

Account Executive - KIVI

#JR020823 Boise, Idaho 04/24/2019

Associate Account Executive - KIVI

#JR020821 Boise, Idaho 04/24/2019

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WRTV News Producer

#JR020820 Indianapolis, Indiana 04/23/2019

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#JR020827 Omaha, Nebraska 04/23/2019

Intern

#JR020816 Milwaukee, Wisconsin 04/23/2019

Photographer II

#JR020811 Las Vegas, Nevada 04/23/2019

Account Executive - KJRH

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Associate Account Executive - KIVI

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Posted Today

Full time

JR020821

We are looking for innovative, passionate sales professionals to join our team. If you are interested in learning more, please complete your Scripps profile and one of our recruiters will follow up with you.

Associate Account Executive

E.W. Scripps, a premier media organization is seeking a high-energy, multi-tasking Associate Account Executive to join our Sales team. The successful candidate will have some sales experience. You would be assisting and gaining working knowledge of the various departments within the sales department.

Phase I - You will gain a working knowledge and be trained in the performance of the following types of duties:

- Local Sales – Handle airtime sales to advertising agencies and direct clients; process orders into station systems and generate contracts; schedule paid programming; resolve airtime scheduling problems such as revisions; make goods, preemptions, discrepancies and cancellations.
- Research/Marketing – Prepare analysis of market program audiences and estimates; assist sales in marketing initiatives; create sales campaigns and presentations; work with Nielsen ratings/products; learn use of ABC network systems.
- Traffic – Input local copy instructions and orders; manipulate inventory and commercial placement; formatting of daily logs.
- Digital – Gain understanding of multi-platform media such as online media, mobile and digital sales.

About Us



Phase II - In the remaining months of the program, you will work with the account executives to become fully immersed in your role as a sales professional. Responsibilities will include:

- Perform client services including but not limited to avail presentations, package preparation, copy writing, credit applications, collections, etc.
- Create non-traditional revenue opportunities, coordinating production efforts for new clients and executing post-buy analyses of broadcast and digital schedules
- Obtain commercial material to be used by Traffic for on-air schedules.
- Develop new business for multiple platforms (such as on-air, mobile, online, digital) and utilize research to position the station as a premiere marketing vehicle.
- Perform other duties as assigned.

Education

College degree in Communications or Marketing preferred.

Skills & Abilities

- Working knowledge of Microsoft applications.
- Self-motivated, creative and strong people skills
- Detail-oriented with excellent written and oral communication/presentation skills
- Ability to work within a team framework are required
- Driving required. Valid Driver's License, good driving record and ability to provide proof of insurability with company required insurance limits.

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Entry Level Sales

Associate Account Executive - Sales

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Apply Now! (https://scripps.wd5.myworkdayjobs.com/Scripps_Careers/job/Boise-ID---KIVI/Account-Executive---KIVI_JR020823-1)

Visit <http://www.scripps.com/>  (<http://www.scripps.com/>) to learn more about **KIVI-TV Boise**.

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 This is how a student may see your job posting.

Associate Account Executive - Sales

Important Dates

Posted On:

Apr 24, 2019

Application Deadline:

May 24, 2019

Position Type	Desired Class Level(s)	Work Authorization
Full Time	Alumnus	US Citizen

Description

Associate Account Executive (Sales):

We are looking for innovative, passionate sales professionals to join our team. If you are interested in learning more, please complete your Scripps profile and one of our recruiters will follow up with you.

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Qualifications

We have an extensive training program and will train the selected candidate

Division

Boise Radio and Nampa TV

Location

Nampa, Idaho United States

Desired Major(s)

Communications, Non Degree-Seeking, Marketing/Management Tech, Business General

Salary Level

TBD

Approximate Hours Per Week

40

Butler, Heidi

From: jobs@tvjobs.com
Sent: Wednesday, April 24, 2019 8:29 AM
To: Butler, Heidi
Subject: TVJobs.com - Associate Account Executive - Sales job posted

JOB POSTING NOTIFICATION FROM TVJOBS

Heidi Butler,

Your "Associate Account Executive - Sales" position was just posted in the TVJobs.com Database and is now available online...

Station : KIVI
Position: Associate Account Executive - Sales (JR020821)
Category: Sales
Job ID : TVJ#34347303
Posted : 4/24/2019
Expires : 5/24/2019
Status : Registered Employer - Job Posted Ad Text :

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HR Business Partner

KIVI

1866 E. Chisholm Dr

Nampa, ID 83687

Notes:

1. We recommend that you either save or print this page and provide the above Job ID number to an TVJobs administrator in any future correspondence concerning this ad.
2. We recommend that you print this page and include it with your EOE file for this position as confirmation that this job was posted for the above duration at TVJobs.com (https://urldefense.proofpoint.com/v2/url?u=http-3A__www.tvjobs.com&d=DwlBaQ&c=aLv4kG3eFBuAUFGZFQ07JQ&r=OvpHSYa_nxF6ReR6AEjEBK7198FybXGj-2QjsSLuNkl&m=66_GkkeZ1XfoiZhT52AU9IYacPR-25EY7aPPYbdAB8&s=KjhOxEZTCgA75tnjUPa7HljE7Jam0oUk0gigKxwHygY&e=)
3. We will send notification of pending expiration prior to the expiration date to enable you to extend the job, if necessary. Should you need this job extended, e-mail admin@tvjobs.com, supply reference number and amount of additional time needed. We are happy to extend the position for you.

4. If no extension is needed, the job will be automatically removed at 1 am PST on 5/24/2019.

5. If for any reason you need the listing removed early, e-mail admin@tvjobs.com, supply reference number and reason for removal.

6. If you would like to verify that the actual job listing is online, point your browser to:

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Best Regards

Mark C. Holloway
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TVJobs.com
admin@tvjobs.com

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Job Listing Preview



Broadcast Employment Services



KIVI (ABC) Nampa, ID

Position	Associate Account Executive - Sales
Station Ownership	Scripps Media, Inc
Station Slogan	"6 on your side"
Reference #	<i>Will be assigned when submission is completed ...</i>
Type	Television
Full / Part	Full Time - Regular
Experience	0
Posted	4/24/2019
Closes	5/24/2019
Time Left	30 Days
DMA	#104
Found In	Sales



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Supplemental Information

Salary Type Salaried + Commission

Salary Range

Starting Salary / Year

Starting Salary / Hour

Job Type

Full Time - Regular

Hours

Workweek

Scheduled on Holidays

Start Date

Immediately

Probation Period

Benefits

Benefit Premium

401K Plan

Vacation

Paid Sick Leave

Phone Calls

Agent Phone Calls

Résumé

Cover Letter

References

Salary History

Tape / Reel

Tape Format

Tape Return

Director's Track

FAX Résumé

No

TVJobs.com E-Résumé

No

Degree Required

Contract Required

manipulate inventory and commercial placement formatting of daily logs.

- Digital – Gain understanding of multi-platform media such as online media, mobile and digital sales.

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KIVI
1866 E. Chisholm Dr
Nampa, ID 83687

Contract Length

Special Requirements

Driver's License Required

Insurance Required

Good Driving Record Required

Heavy Lifting

Previous Applicants

Local Apartment Rental

Moving Expenses

Union Position

Union Contract Expires

Confirmation Letter

Rejection Letter

Feedback

Drug Screen

Proof of Eligibility to work in U.S. Required

Equal Opportunity Employment Yes

EOE Data Form Yes

Application Form Yes

When responding to this job ad, please mention you saw it listed at TVJobs.com

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All applicants are required to [submit](#) this application form.

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About E. W. Scripps

Give light and the people will find their own way.

We are a company rich in media history while staying focused on the future. Scripps is one of the nation's largest independent TV station owners. Our 33 television stations and 34 radio stations are vibrant businesses. From this position of strength, we are working to stay ahead of the ways in which people use technology to find news and information.

But no matter what platform we use, we will always ascribe to our longtime motto: Give light and the people will find their own way.

At Scripps your career opportunities are as endless as your imagination and initiative. Our goal is to hire the best, to spark your passion for the job, and then to nourish your career with tools that will help you to learn and to excel.

Scripps is a place of action and energy, where entrepreneurship and innovation are rewarded. Here, we encourage the hearts of our employees to relish our victories and learn from our failures. We are not just running a business; we are continuing a tradition of respect, compassion and excellence that serves our employees and our communities well.

Location

Nampa, Idaho, United States of America

Compensation

TYPE

Paid

PAY RATE

Not Specified

DURATION

Permanent

Company Details

COMPANY SIZE

5,000 - 10,000 employees

INDUSTRY

Journalism, Media & Publishing industry

COMPANY TYPE

Public company

HEADQUARTERS

312 Walnut St, Cincinnati, OH 45202, USA

WEBSITE

<http://www.scripps.com>

SOCIAL MEDIA

<https://www.facebook.com/EWScrippsCo>

<https://twitter.com/EWScrippsCo>

<https://www.linkedin.com/company/the-e-w-scripps-company>

Employer Preferences

ALLOWED SCHOOL YEARS

Masters of Business Administration, Alumni, Graduating before May 2019

ALLOWED MAJORS

All Documentary/Film, Individual Studies, Supply Chain Management, Real Estate, Human Resources, Food Industry Management, Economics, Consulting, Actuarial/Risk Analysis, Accounting, Non Profit Management, Management Science, Insurance, Construction Management, Agriculture Business, Sport Business & Marketing, Retail & Hospitality Administration, Finance & Financial Management, and Parks, Recreation & Leisure Studies majors

WORK AUTHORIZATION REQUIREMENTS

US work authorization is required

Contact Information

CONTACTS

Heidi Butler

Attachments (/jobs/2666228/attachments)

[New Attachment \(/jobs/2666228/attachments/new\)](#)

Posted to 1 School

1 pending posting

This job is live to students until May 24, 2019 at 8:25am.

 [Target More Schools \(/jobs/2666228/edit?initial_page=3\)](/jobs/2666228/edit?initial_page=3)

Labels

No labels have been added.

Select a label...

Create New Label

 View & Add Notes

Tracking Code

No tracking code added

Social Media

 Share

Email (mailto:?)

subject=Check%20this%20out&body=Check%20out%20this%20job%20I%20found%20on%20Handshake%3A%0A%0DEmployer%3A%20E.%20W.%20Scripps%0A%0DJob%20Type%3A%0A%0Dhttps%3A%2F%2Fapp.joinhandshake.com%2Fjobs%2F2666228)

Commercial Production Manager

JR021654

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Commercial Production Manager - 6 On Your Side - Idaho



Commercial Production Manager

6 On Your Side - Idaho
Full-time

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Description

The Commercial Production Manager oversees commercial production ensuring quality content for station clients.

Key Activities

- Manages content produced on-air and new media
- Ensure all commercial production is completed on time, within budget and over-achieves expectations for clients and sales staff
- Produce, write shoot and edit commercials, promos, PSA and programs
- Produces content for social networking platforms
- Works directly with clients and station Account Executives
- Works with Director of Creative Services and General Sales
- Develop and execute strategies with an emphasis on audience relevance and revenue success
- Prioritize and implement objectives as new projects and technologies come in as to the most efficient ways to get projects completed

1866 E Chisholm Dr

posted 4 minutes ago

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1866 E Chisholm Dr Nampa, Idaho 83687

<http://www.kivity.com/>

Broadcasting & Media Production Company

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Office Administrator

Artsign Design
Boise, Idaho
posted 9 days ago



Entry Level Production Worker

Adecco Staffing, USA
Nampa, Idaho
posted 27 days ago



Appointment Setting Manager

Blue Raven Solar
Boise, Idaho
posted 16 hours ago

Commercial Production Manager KIVI TV Boise

Boise, ID - KIVI

Posted Today

Apply

Full time

JR021654

Primary Purpose

The Commercial Production Manager oversees commercial production ensuring quality content for station clients.

Key Activities

- Manages content produced on-air and new media
- Ensure all commercial production is completed on time, within budget and over-achieves expectations for clients and sales staff
- Produce, write shoot and edit commercials, promos, PSA and programs
- Produces content for social networking platforms
- Works directly with clients and station Account Executives
- Works with Director of Creative Services and General Sales
- Develop and execute strategies with an emphasis on audience relevance and revenue success
- Prioritize and implement objectives as new projects and technologies come in as to the most efficient ways to get projects completed

Skills

Education & Experience/Certifications

- Bachelor Degree in Communication and/or Marketing
- 3 – 5 Years Client Production Experience in medium-major market preferred

Skills & Abilities

- Strong written and verbal communication skills.
- Strong ability to shoot and edit.

About Us



The E.W. Scripps Company (NASDAQ: SSP) serves audiences and businesses through a growing portfolio of local and national media brands. With 33 television stations, Scripps is one of the nation's largest independent TV station owners. Scripps runs a collection of national journalism and content businesses, including [Newsy](#), the next-generation national news network; podcast industry leader [Stitcher](#); the fast-growing national broadcast networks [Bounce](#), [Grit](#), [Escape](#) and [Laff](#); and [Triton](#), the global leader in digital audio technology and measurement services. Scripps produces original programming including "[Pickler & Ben](#)," runs an award-winning investigative reporting newsroom in Washington, D.C., and is the longtime steward of the [Scripps National Spelling Bee](#). Founded in 1878, Scripps has held for decades to the motto, "Give light and the people will find their own way."

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- Detail-oriented, able to provide complete follow-through on responsibilities with minimal supervision.
- Ability to craft solutions quickly based on situation.
- Excellent organizational skills with ability to prioritize and multi-task.
- Flexibility in scheduling; must be able to work nights and weekends.

Work Environment

- Must be able to lift up to 75 lbs.
- Yes - Valid driver's license and good driving record required. In addition, proof of insurance and liability coverage may be required.

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Butler, Heidi

From: Butler, Heidi
Sent: Thursday, August 8, 2019 2:18 PM
To: Bates Technical College; Collective Talent (bille@michaelsmedia.com); CWI; Heidi; ISBA (isba@idahobroadcasters.org); Morales, Kristina; SNHU; TV Jobs.com ; UNT - Phyllis Slocum
Subject: KIVI-TV Nampa, ID - has an open full time position - Commercial Production Manager

Commercial Production Manager - Primary Purpose

The Commercial Production Manager oversees commercial production ensuring quality content for station clients.

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Apply online:

Apply Now! (https://scripps.wd5.myworkdayjobs.com/Scripps_Careers/job/Boise-ID---KIVI/Commercial-Production-Manager-KIVI-TV-Boise_JR021654-1)

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Commercial Production Manager - KIVI-TV

Commercial Production Manager - KIVI-TV

Commercial Production Manager -

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https://scripps.wd5.myworkdayjobs.com/Scripps_Careers/job/Boise-ID---KIVI/Commercial-Production-Manager-KIVI-TV-Boise_JR021654-1
(https://scripps.wd5.myworkdayjobs.com/Scripps_Careers/job/Boise-ID---KIVI/Commercial-Production-Manager-KIVI-TV-Boise_JR021654-1)

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Visit <http://www.scripps.com/>  (<http://www.scripps.com/>) to learn more about **KIVI-TV Boise**.

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#2962263 Commercial Production Manager - KIVI-TV

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Central Michigan University		Approved 10 minutes ago	Approved	None
Southern New Hampshire University		Requested 10 minutes ago	Pending	None
University of Wisconsin Oshkosh		Requested 10 minutes ago	Pending	None
Northwest Nazarene University		Approved 10 minutes ago	Approved	None
Boise State University		Requested 10 minutes ago	Pending	None
University of North Texas		Requested 10 minutes ago	Pending	None

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Commercial Production Manager - KIVI-TV

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About this Job

Commercial Production Manager

Primary Purpose

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Skills

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- 3 - 5 Years Client Production Experience in medium-major market preferred
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Apply

*

About E. W. Scripps

Give light and the people will find their own way.

We are a company rich in media history while staying focused on the future. Scripps is one of the nation's largest independent TV station owners. Our 33 television stations and 34 radio stations are vibrant businesses. From this position of strength, we are working to stay ahead of the ways in which people use technology to find news and information.

But no matter what platform we use, we will always ascribe to our longtime motto: Give light and the people will find their own way.

At Scripps your career opportunities are as endless as your imagination and initiative. Our goal is to hire the best, to spark your passion for the job, and then to nourish your career with tools that will help you to learn and to excel.

Scripps is a place of action and energy, where entrepreneurship and innovation are rewarded. Here, we encourage the hearts of our employees to relish our victories and learn from our failures. We are not just running a business; we are continuing a tradition of respect, compassion and excellence that serves our employees and our communities well.

Location

Nampa, Idaho, United States of America

Compensation

TYPE

Paid

PAY RATE

Not Specified

DURATION

Permanent

Company Details

COMPANY SIZE

5,000 - 10,000 employees

INDUSTRY

Journalism, Media & Publishing industry

COMPANY TYPE

Public company

HEADQUARTERS

312 Walnut St, Ste 2800, Cincinnati, OH 45202, USA

WEBSITE

<http://www.scripps.com>

SOCIAL MEDIA

<https://www.facebook.com/EWScrippsCo>

<https://twitter.com/EWScrippsCo>

<https://www.linkedin.com/company/the-e-w-scripps-company>

Employer Preferences

ALLOWED SCHOOL YEARS

Masters of Business Administration, Alumni, Graduating before January 2016

ALLOWED MAJORS

All Operations Management, Entrepreneurship, Economics, Consulting, Business Analytics, Sales, Non Profit Management, Management Science, Sport Business & Marketing, Business Administration & Management, Marketing, Product Design/Packaging, Photography, Industrial Design, Graphic Design, Visual & Performing Arts, Fine & Studio Arts, and Drama & Theatre Arts majors

WORK AUTHORIZATION REQUIREMENTS

US work authorization is required

Contact Information

CONTACTS

Heidi Butler

Attachments (/jobs/2962263/attachments)

New Attachment (/jobs/2962263/attachments/new)

Posted to 6 Schools

2 approved postings

4 pending postings

This job is live to students until September 13, 2019 at 3:00pm.

 [Target More Schools \(/jobs/2962263/edit?initial_page=3\)](/jobs/2962263/edit?initial_page=3)

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Social Media

  [Email \(mailto:?\)](mailto:?subject=Check%20this%20out&body=Check%20out%20this%20job%20I%20found%20on%20Handshake%3A%0A%0DEmployer%3A%20E.%20W.%20Scripps%0A%0DJob%20Type%3Time%0A%0Dhttps%3A%2F%2Fapp.joinhandshake.com%2Fjobs%2F2962263)
subject=Check%20this%20out&body=Check%20out%20this%20job%20I%20found%20on%20Handshake%3A%0A%0DEmployer%3A%20E.%20W.%20Scripps%0A%0DJob%20Type%3Time%0A%0Dhttps%3A%2F%2Fapp.joinhandshake.com%2Fjobs%2F2962263)

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<input type="checkbox"/> 2960594	AM Traffic Anchor/Mid Day News Anchor	0	University of Wisconsin Oshkosh	9/7/2019	Approved	No
<input type="checkbox"/> 2962263	Commercial Production Manager - KIVI-TV	0	Boise State University	9/13/2019	Approved	No
<input type="checkbox"/> 2962263	Commercial Production Manager - KIVI-TV	0	University of Wisconsin Oshkosh	9/13/2019	Approved	No
<input type="checkbox"/> 2962263	Commercial Production Manager - KIVI-TV	0	University of North Texas	9/13/2019	Approved	No
<input type="checkbox"/> 2962263	Commercial Production Manager - KIVI-TV	0	Central Michigan University	9/13/2019	Approved	No
<input type="checkbox"/> 2962263	Commercial Production Manager - KIVI-TV	0	Northwest Nazarene University	9/13/2019	Approved	No
<input type="checkbox"/> 2962263	Commercial Production Manager - KIVI-TV	0	Southern New Hampshire University	9/13/2019	Approved	No

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Butler, Heidi

From: jobs@tvjobs.com
Sent: Friday, August 9, 2019 8:59 PM
To: Butler, Heidi
Subject: TVJobs.com - Commercial Production Manager position posted (JR021654)

JOB POSTING NOTIFICATION FROM TVJOBS

Heidi Butler,

The "Commercial Production Manager" position for KIVI was just posted in the Job Center and is now available on-line ...

Station : KIVI

Position : Commercial Production Manager Category : Production - Production Managers Database ; Television

Job ID : TVJ#34353263

Posted : 8/8/2019

Expires : 9/8/2019

Status : Registered Employer - New Job Listing

Ad Text :

Commercial Production Manager

Primary Purpose

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Skills & Abilities

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Detail-oriented, able to provide complete follow-through on responsibilities with minimal supervision.

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Let us know you found this job at TVJobs.com

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1. We recommend that you either save or print this page and provide the above Job ID number to a TVJobs administrator in any future correspondence concerning this ad.

2. We recommend that you print this page and include it with your EOE file for this position as confirmation that this job was posted for the above duration at TVJobs ([2](https://urldefense.proofpoint.com/v2/url?u=http-3A__www.tvjobs.com&d=DwlBaQ&c=aLv4kG3eFBuAUFgZFQ07JQ&r=OvpHSYa_nxF6ReR6AEjEBK7198FybXGj-2QjsSLuNkl&m=ZilZrTz8WcfpFTQalq1l1Zn9kkR_9Up_ZH0nuTZ7nss&s=X4kJriU2P0lvii-tSih8RNkJVICcDmnqPy0W953L364&e=))</p></div><div data-bbox=)

3. We will send notification of pending expiration 5 days prior to the expiration date to enable you to extend the job, if necessary. Should you need this job extended, e-mail admin@tvjobs.com, supply reference number and amount of additional time needed. We are happy to extend the position for you.

4. If no extension is needed, the job will be automatically removed at 1 am PST on 9/8/2019.

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Job Title or Requisition	Location	Start Date	Expires	Actions
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#JR021638	Cincinnati, Ohio	08/09/2019		Edit Repost Delete
Sports Reporter-KBZK				
#JR021655	Butte, Montana	08/09/2019		Edit Repost Delete
Account Executive - KTNV				
#JR021646	Las Vegas, Nevada	08/09/2019		Edit Repost Delete
Fall Intern - Political				
#JR021645	Washington District of Columbia	08/09/2019		Edit Repost Delete
Commercial Production Manager KIVI TV Boise				
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Commercial Production Manager KIVI TV Boise

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Commercial Production Manager –

Primary Purpose

The Commercial Production Manager oversees commercial production ensuring quality content for station clients.

Key Activities

- Manages content produced on-air and new media
- Ensure all commercial production is completed on time, within budget and over-achieves expectations for clients and sales staff
- Produce, write shoot and edit commercials, promos, PSA and programs
- Produces content for social networking platforms
- Works directly with clients and station Account Executives
- Works with Director of Creative Services and General Sales
- Develop and execute strategies with an emphasis on audience relevance and revenue success
- Prioritize and implement objectives as new projects and technologies come in as to the most efficient ways to get projects completed

Skills

Education & Experience/Certifications

- Bachelor Degree in Communication and/or Marketing
- 3 – 5 Years Client Production Experience in medium-major market preferred

Skills & Abilities

- Strong written and verbal communication skills.
- Strong ability to shoot and edit.
- Knowledge of social media marketing concepts, including posting on social media platforms.
- In-depth working knowledge of Final Cut Pro and Adobe Creative Suite.
- Detail-oriented, able to provide complete follow-through on responsibilities with minimal supervision.
- Ability to craft solutions quickly based on situation.
- Excellent organizational skills with ability to prioritize and multi-task.
- Flexibility in scheduling; must be able to work nights and weekends.

Work Environment

- Must be able to lift up to 75 lbs.
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The E.W. Scripps Company (NASDAQ: SSP) serves audiences and businesses through a growing portfolio of local and national media brands. With 33 television stations, Scripps is one of the nation's largest independent TV station owners. Scripps runs a collection of national journalism and content businesses, including Newsy, the next-generation national news network; podcast industry leader Stitcher; the fast-growing national broadcast networks Bounce, Grit, Escape and Laff; and Triton, the global leader in digital audio technology and measurement services. Scripps produces original programming including "Pickler &

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- **Commercial Production Manager - Twin Falls, ID**
- **Primary Purpose**

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About this Job

Commercial Production Manager – Twin Falls, ID

Primary Purpose

The Commercial Production Manager – Twin Falls oversees commercial production ensuring quality content for station clients.

Key Activities

- Manages content produced on-air and new media
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IrIGtRC51LJkFIhuaUUyINiDqJsMziv96db0&e=); the fast-growing national broadcast networks Bounce (https://urldefense.proofpoint.com/v2/url?u=https-3A_www.bouncetv.com_d=DwMFAG&c=tPYGtOWOAPojDilIcAsHpA&r=HaN4WIVze7VzBb8kbMHlc7IDTOXTRXr0bjN3UB9Jccg&m=3IHUcKGPZgPVu_4DJKhKdxm4J31d3j4InnrkGrit); Grit (https://urldefense.proofpoint.com/v2/url?u=https-3A_www.gritv.com_d=DwMFAG&c=tPYGtOWOAPojDilIcAsHpA&r=HaN4WIVze7VzBb8kbMHlc7IDTOXTRXr0bjN3UB9Jccg&m=3IHUcKGPZgPVu_4DJKhKdxm4J31d3j4InnrkxcCI); G6o-WF4U0fM-WPy9ORlws&e=), Escape (https://urldefense.proofpoint.com/v2/url?u=https-3A_www.escapetv.com_d=DwMFAG&c=tPYGtOWOAPojDilIcAsHpA&r=HaN4WIVze7VzBb8kbMHlc7IDTOXTRXr0bjN3UB9Jccg&m=3IHUcKGPZgPVu_4DJKhKdxm4J31d3j4Innrkx); and Laff (https://urldefense.proofpoint.com/v2/url?u=https-3A_www.laff.com_d=DwMFAG&c=tPYGtOWOAPojDilIcAsHpA&r=HaN4WIVze7VzBb8kbMHlc7IDTOXTRXr0bjN3UB9Jccg&m=3IHUcKGPZgPVu_4DJKhKdxm4J31d3j4InnrkxcCEo); GL8PQJOBIx2jkB_Kcna-e55u-jDp7bhH8&e=); and Triton ([https://urldefense.proofpoint.com/v2/url?u=https-3A_www.tritondigital.com_d=DwMFAG&c=tPYGtOWOAPojDilIcAsHpA&r=HaN4WIVze7VzBb8kbMHlc7IDTOXTRXr0bjN3UB9Jccg&m=3IHUcKGPZgPVu_4DJKhKdxm4J31d3j4Innr77tBjOICIGIYp7s0mcOyV69ylqs8Rrz-9zDEJE&e=\),](https://urldefense.proofpoint.com/v2/url?u=https-3A_www.tritondigital.com_d=DwMFAG&c=tPYGtOWOAPojDilIcAsHpA&r=HaN4WIVze7VzBb8kbMHlc7IDTOXTRXr0bjN3UB9Jccg&m=3IHUcKGPZgPVu_4DJKhKdxm4J31d3j4Innr77tBjOICIGIYp7s0mcOyV69ylqs8Rrz-9zDEJE&e=),) the global leader in digital audio technology and measurement services. Scripps produces original programming including "Pickler & Ben" ([https://urldefense.proofpoint.com/v2/url?u=https-3A_www.picklerandben.com_d=DwMFAG&c=tPYGtOWOAPojDilIcAsHpA&r=HaN4WIVze7VzBb8kbMHlc7IDTOXTRXr0bjN3UB9Jccg&m=3IHUcKGPZgPVu_4DJKhKdxm4J31d3j4Iz7eL4&e=\),](https://urldefense.proofpoint.com/v2/url?u=https-3A_www.picklerandben.com_d=DwMFAG&c=tPYGtOWOAPojDilIcAsHpA&r=HaN4WIVze7VzBb8kbMHlc7IDTOXTRXr0bjN3UB9Jccg&m=3IHUcKGPZgPVu_4DJKhKdxm4J31d3j4Iz7eL4&e=),)" runs an award-winning investigative reporting newsroom in Washington, D.C., and is the longtime steward of the Scripps National Spelling Bee (https://urldefense.proofpoint.com/v2/url?u=https-3A_www.spellingbee.com_d=DwMFAG&c=tPYGtOWOAPojDilIcAsHpA&r=HaN4WIVze7VzBb8kbMHlc7IDTOXTRXr0bjN3UB9Jccg&m=3IHUcKGPZgPVu_4DJKhKdxm4J31d3j4Innr). Founded in 1878, Scripps has held for decades to the motto, "Give light and the people will find their own way."

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About E. W. Scripps

Give light and the people will find their own way.

We are a company rich in media history while staying focused on the future. Scripps is one of the nation's largest independent TV station owners. Our 33 television stations and 34 radio stations are vibrant businesses. From this position of strength, we are working to stay ahead of the ways in which people use technology to find news and information.

But no matter what platform we use, we will always ascribe to our longtime motto: Give light and the people will find their own way.

At Scripps your career opportunities are as endless as your imagination and initiative. Our goal is to hire the best, to spark your passion for the job, and then to nourish your career with tools that will help you to learn and to excel.

Scripps is a place of action and energy, where entrepreneurship and innovation are rewarded. Here, we encourage the hearts of our employees to relish our victories and learn from our failures. We are not just running a business, we are continuing a tradition of respect, compassion and excellence that serves our employees and our communities well.

Location

Twin Falls, Idaho, United States of America

Compensation

TYPE

Paid

PAY RATE

Not Specified

DURATION

Permanent

Company Details

COMPANY SIZE

5,000 - 10,000 employees

INDUSTRY

Journalism, Media & Publishing industry

COMPANY TYPE

Public company

HEADQUARTERS

312 Walnut St, Ste 2800, Cincinnati, OH 45202, USA

WEBSITE

<http://www.scripps.com>

SOCIAL MEDIA

<https://www.facebook.com/EWScrippsCo>

<https://twitter.com/EWScrippsCo>

<https://www.linkedin.com/company/the-e-w-scripps-company>

Employer Preferences

ALLOWED SCHOOL YEARS

Masters of Business Administration, Alumni, Graduating before January 2018

ALLOWED MAJORS

All Product Design/Packaging, Photography, Museum Studies, Interior Design, Industrial Design, Graphic Design, Art History, Architecture, Visual & Performing Arts, Landscape Architecture, Culinary Arts, City, Urban, Regional Planning, Textiles & Clothing, Music & Music Education, Fine & Studio Arts, Drama & Theatre Arts, and Design & Applied Arts majors

WORK AUTHORIZATION REQUIREMENTS

US work authorization is required

Contact Information

CONTACTS

Heidi Butler

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subject=Check%20this%20out&body=Check%20out%20this%20job%20I%20found%20on%20Handshake%3A%0A%0DEmployer%3A%20E.%20W.%20Scripps%0A%0DJob%20Type%3Time%0A%0Dhttps%3A%2F%2Fapp.joinhandshake.com%2Fjobs%2F2990081)

Commercial Production Manager - KSAW and KIVI Twin Falls

Twin Falls, ID - KSAW

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JR021687

Primary Purpose

The Commercial Production Manager - Twin Falls oversees commercial production ensuring quality content for station clients.

Key Activities

- Manages content produced on-air and new media
- Ensure all commercial production is completed on time, within budget and over-achieves expectations for clients and sales staff
- Produce, write shoot and edit commercials, promos, PSA and programs
- Produces content for social networking platforms
- Works directly with clients and station Account Executives
- Works with Director of Creative Services and General Sales
- Develop and execute strategies with an emphasis on audience relevance and revenue success
- Prioritize and implement objectives as new projects and technologies come in as to the most efficient ways to get projects completed

Skills

Education & Experience/Certifications

- Bachelor Degree in Communication and/or Marketing
- 3 – 5 Years Client Production Experience in medium-major market preferred

Skills & Abilities

- Strong written and verbal communication skills.
- Strong ability to shoot and edit.

About Us



[The E.W. Scripps Company](#) (NASDAQ: SSP) serves audiences and businesses through a growing portfolio of local and national media brands. With 33 television stations, Scripps is one of the nation's largest independent TV station owners. Scripps runs a collection of national journalism and content businesses, including [Newsy](#), the next-generation national news network; podcast industry leader [Stitcher](#); the fast-growing national broadcast networks [Bounce](#), [Grit](#), [Escape](#) and [Laff](#); and [Triton](#), the global leader in digital audio technology and measurement services. Scripps produces original programming including "[Pickler & Ben](#)," runs an award-winning investigative reporting newsroom in Washington, D.C., and is the longtime steward of the [Scripps National Spelling Bee](#). Founded in 1878, Scripps has held for decades to the motto, "Give light and the people will find their own way."

- Knowledge of social media marketing concepts, including posting on social media platforms.
- In-depth working knowledge of Final Cut Pro and Adobe Creative Suite.
- Detail-oriented, able to provide complete follow-through on responsibilities with minimal supervision.
- Ability to craft solutions quickly based on situation.
- Excellent organizational skills with ability to prioritize and multi-task.
- Flexibility in scheduling; must be able to work nights and weekends.

Work Environment

- Must be able to lift up to 75 lbs.
- Yes - Valid driver's license and good driving record required. In addition, proof of insurance and liability coverage may be required.

Additional Requirements

- Must be able to lift up to 75 pounds.
- Valid driver's license and good driving record required. In addition, proof of insurance and liability coverage may be required.

Workday

Follow Us

Butler, Heidi

From: Butler, Heidi
Sent: Friday, August 16, 2019 8:30 AM
To: Bates Technical College; bille@michaelsmedia.com; CWI; Butler, Heidi; ISBA (isba@idahobroadcasters.org); Morales, Kristina; SNHU; TV Jobs.com ; UNT - Phyllis Slocum
Subject: Open Position located in Twin Falls, ID - Full time

Our Twin Falls office has the following full time opening:

- **Commercial Production Manager – Twin Falls, ID**

- **Primary Purpose**

The Commercial Production Manager - Twin Falls oversees commercial production ensuring quality content for station clients.

- **Key Activities**

- Manages content produced on-air and new media
- Ensure all commercial production is completed on time, within budget and over-achieves expectations for clients and sales staff
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- Apply online: https://scripps.wd5.myworkdayjobs.com/en-US/Scripps_Careers/job/Twin-Falls-ID---KSAW/Commercial-Production-Manager---KSAW-and-KIVI-Twin-Falls_JR021687-1

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Heidi Butler, HRBP - Boise Market

208-381-6603 (office)

208-590-9648 (cell)

866-397-1214 (Workday and Payroll Help)

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2962263 (/jobs/2962263)	Commercial Production Manager - KIVI-TV (/jobs/2962263)	0 (/jobs/2962263/applications?schools[]=70)	University of Wisconsin Oshkosh (/jobs/2962263)	9/13/2019 (/jobs/2962263)	Approved (/jobs/2962263)	No (/jobs/2962263)
2962263 (/jobs/2962263)	Commercial Production Manager - KIVI-TV (/jobs/2962263)	0 (/jobs/2962263/applications?schools[]=82)	Boise State University (/jobs/2962263)	9/13/2019 (/jobs/2962263)	Approved (/jobs/2962263)	No (/jobs/2962263)
2962263 (/jobs/2962263)	Commercial Production Manager - KIVI-TV (/jobs/2962263)	0 (/jobs/2962263/applications?schools[]=456)	University of North Texas (/jobs/2962263)	9/13/2019 (/jobs/2962263)	Approved (/jobs/2962263)	No (/jobs/2962263)
2962263 (/jobs/2962263)	Commercial Production Manager - KIVI-TV (/jobs/2962263)	0 (/jobs/2962263/applications?schools[]=10)	Central Michigan University (/jobs/2962263)	9/13/2019 (/jobs/2962263)	Approved (/jobs/2962263)	No (/jobs/2962263)
2962263 (/jobs/2962263)	Commercial Production Manager - KIVI-TV (/jobs/2962263)	0 (/jobs/2962263/applications?schools[]=773)	Northwest Nazarene University (/jobs/2962263)	9/13/2019 (/jobs/2962263)	Approved (/jobs/2962263)	No (/jobs/2962263)
2962263 (/jobs/2962263)	Commercial Production Manager - KIVI-TV (/jobs/2962263)	0 (/jobs/2962263/applications?schools[]=846)	Southern New Hampshire University (/jobs/2962263)	9/13/2019 (/jobs/2962263)	Approved (/jobs/2962263)	No (/jobs/2962263)
2990081 (/jobs/2990081)	KSAW & KIVI Commercial Production Manager in Twin Falls, ID (/jobs/2990081)	0 (/jobs/2990081/applications?schools[]=82)	Boise State University (/jobs/2990081)	9/27/2019 (/jobs/2990081)	Approved (/jobs/2990081)	No (/jobs/2990081)
2990081 (/jobs/2990081)	KSAW & KIVI Commercial Production Manager in Twin Falls, ID (/jobs/2990081)	0 (/jobs/2990081/applications?schools[]=773)	Northwest Nazarene University (/jobs/2990081)	9/27/2019 (/jobs/2990081)	Approved (/jobs/2990081)	No (/jobs/2990081)
2990081 (/jobs/2990081)	KSAW & KIVI Commercial Production Manager in Twin Falls, ID (/jobs/2990081)	0 (/jobs/2990081/applications?schools[]=456)	University of North Texas (/jobs/2990081)	9/27/2019 (/jobs/2990081)	Pending (/jobs/2990081)	No (/jobs/2990081)
2990081 (/jobs/2990081)	KSAW & KIVI Commercial Production Manager in Twin Falls, ID (/jobs/2990081)	0 (/jobs/2990081/applications?schools[]=10)	Central Michigan University (/jobs/2990081)	9/27/2019 (/jobs/2990081)	Approved (/jobs/2990081)	No (/jobs/2990081)
2990081 (/jobs/2990081)	KSAW & KIVI Commercial Production Manager in Twin Falls, ID (/jobs/2990081)	0 (/jobs/2990081/applications?schools[]=846)	Southern New Hampshire University (/jobs/2990081)	9/27/2019 (/jobs/2990081)	Pending (/jobs/2990081)	No (/jobs/2990081)

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MMJ-KTVQ

#JR021700 Billings, Montana 08/18/2019

Commercial Production Manager

#JR021697 Helena, Montana 08/18/2019

Commercial Production Manager

#JR021692 Black Eagle, Montana 08/18/2019

Maintenance Engineer III

#JR021701 Kansas City, Missouri 08/16/2019

KSHB Executive Producer

#JR021698 Kansas City, Missouri 08/16/2019

Anchor, Part-Time

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Commercial Production Manager - KSAW and KIVI Twin Falls

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TVJobs.com	08/16/2019	09/15/2019	
Compliance - Local Diversity	08/18/2019	09/17/2019	
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09/17/2019



Digital Marketing Specialist

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Commercial Production Manager – Scripps – KSAW Twin Falls, ID

🕒 August 16, 2019

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♦ Full Time

📍 Twin Falls, ID (<http://maps.google.com/maps?q=Twin%20Falls%2C%20ID&zoom=14&size=512x512&maptype=roadmap&sensor=false>)

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Scripps Media – KIVI & KSAW

🌐 Website (<http://www.scripps.com>)

• Commercial Production Manager – Twin Falls, ID

• Primary Purpose

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contact info

Contact us today via phone or email.

Graeme Newell
(503) 719-7794

gnewell@602communications.com (<mailto:gnewell@602communications.com?Subject=Hello%20Graeme>)

Portland, Oregon USA

Digital Content Producer

JR022941

#3514468 Digital Producer

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Brigham Young University	0	Requested a few seconds ago	Pending	0
Brigham Young University-Idaho	0	Requested a few seconds ago	Pending	0
Carroll University	0	Requested a few seconds ago	Pending	0
Central Michigan University	0	Approved a few seconds ago	Approved	0
Chapman University	0	Requested a few seconds ago	Pending	0
Colorado State University	0	Approved a few seconds ago	Approved	0
Gonzaga University	0	Requested a few seconds ago	Pending	0
Idaho State University	0	Requested a few seconds ago	Pending	0
Northwest Nazarene University	0	Approved a few seconds ago	Approved	0

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Digital Producer

[E. W. Scripps \(/employers/12564\)](#)

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About this Job

KIVI, the E.W. Scripps-owned TV station in Boise, Idaho, is seeking a Digital Content Producer. In this role, you'll report and produce stories for all our digital platforms using all types of media, including text, video, pictures, graphics, audio, and more. We're looking for someone who's passionate about news and the audience we serve.

WHAT YOU'LL DO:

- Create and produce content for all digital platforms including websites, mobile apps, social media, and OTT (over the top) video platforms
- Create and post breaking news stories on all digital platforms
- Learn and apply SEO best practices to every piece of content
- Monitor analytics and use that information to adjust presentation strategies as needed
- Coordinate editorial and technical staff to facilitate the migration of multimedia content to new media platforms, including video, audio, still photos and graphics
- Work with digital team management to develop and execute special projects
- Assist in the management of user-generated content on the sites

- Update various social media accounts, assist in growing number of fans/followers and interact with fans/followers on regular basis
- Work with other departments, including sales and marketing, as needed on site and/or station initiatives that require content integration
- Perform other duties as needed and directed
- Must be able to work all shifts, including days, nights, weekends, and holidays

WHAT YOU'LL NEED:

- BS/BA in journalism or communications or commensurate experience
- 1+ year of experience preferred
- Experience with content management systems, social media, graphics software, still and video cameras, video/audio/image editing, HTML, and CSS preferred
- AP Style writing experience

WHAT YOU'LL BRING:

- Excellent verbal and written communication skills
- Strong desire to focus on digital content. This is not a job for someone who wants to be a broadcast journalist, whether on- or off-camera
- Proficiency with the technical aspects of producing content for digital media
- Ability to work with a variety of personalities and resolve any conflicts that may arise
- Ability to work in a fast-paced environment which requires multitasking and handling deadline pressure
- Proficiency in the usage of various social media platforms including Twitter, Facebook, and Instagram

ABOUT SCRIPPS:

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About E. W. Scripps

Give light and the people will find their own way.

We are a company rich in media history while staying focused on the future. Scripps is one of the nation's largest independent TV station owners. Our 33 television stations and 34 radio stations are vibrant businesses. From this position of strength, we are working to stay ahead of the ways in which people use technology to find news and information.

But no matter what platform we use, we will always ascribe to our longtime motto: Give light and the people will find their own way.

At Scripps your career opportunities are as endless as your imagination and initiative. Our goal is to hire the best, to spark your passion for the job, and then to nourish your career with tools that will help you to learn and to excel.

Scripps is a place of action and energy, where entrepreneurship and innovation are rewarded. Here, we encourage the hearts of our employees to relish our victories and learn from our failures. We are not just running a business; we are continuing a tradition of respect, compassion and excellence that serves our employees and our communities well.

Location

Nampa, Idaho, United States of America

Compensation

TYPE

Paid

PAY RATE

Not Specified

DURATION

Permanent

Company Details

COMPANY SIZE

5,000 - 10,000 employees

INDUSTRY

Journalism, Media & Publishing industry

COMPANY TYPE

Public company

HEADQUARTERS

312 Walnut St, Ste 2800, Cincinnati, OH 45202, USA

WEBSITE

<http://www.scripps.com>

SOCIAL MEDIA

https://www.facebook.com/EWScrippsCo
https://twitter.com/EWScrippsCo
https://www.linkedin.com/company/the-e-w-scripps-company

Employer Preferences

ALLOWED SCHOOL YEARS

Alumni, Graduating before January 2020

ALLOWED MAJORS

All Radio, Television, Media, Public Relations, Documentary/Film, Digital Communication, Advertising, Journalism, Communication & Media Studies, Business Analytics, Business Administration & Management, Product Design/Packaging, Photography, Graphic Design, Visual & Performing Arts, Fine & Studio Arts, Drama & Theatre Arts, and Design & Applied Arts majors

WORK AUTHORIZATION REQUIREMENTS

US work authorization is required

Contact Information

CONTACTS

Heidi Butler

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subject=Check%20this%20out&body=Check%20out%20this%20job%20I%20found%20on%20Handshake%3A%0A%0DEmployer%3A%20E.%20W.%20Scripps%0A%0DJobTime%0A%0Dhttps%3A%2F%2Fapp.joinhandshake.com%2Fjobs%2F3514468)

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Digital Content Producer, KIVI

#JR022941 Boise, Idaho 01/28/2020

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TVJobs.com	01/28/2020	02/27/2020	
Compliance - Local Diversity	01/29/2020	02/28/2020	
Compliance_HireAHero	01/29/2020	02/28/2020	
Compliance_JOFDAV	01/29/2020	02/28/2020	
Compliance_recruitABILITY	01/29/2020	02/28/2020	
Compliance_USDiversity	01/29/2020	02/28/2020	

Digital Content Producer, WTXL

#JR022422 Tallahassee, Florida 01/26/2020

Digital Executive Producer, KGTV

#JR022928 San Diego, California 01/25/2020

Digital Sales Strategist-KTNV

#JR022380 Las Vegas, Nevada 01/20/2020

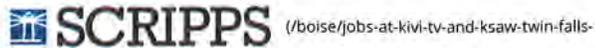
Digital Sales Manager

#JR022367 Southfield, Michigan 01/20/2020

Digital Content Producer, WPIX

#JR022658 New York, New York 01/18/2020

Director of Digital and Social Media, WPTV



Full Time
 Immediately
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id/290425/)

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Visit <http://www.scripps.com/>  (<http://www.scripps.com/>) to learn more about **KIVI-TV and KSAW Twin Falls, ID**.

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Butler, Heidi

From: Butler, Heidi
Sent: Wednesday, January 29, 2020 8:13 AM
To: kwitkoe@batestech.edu; bille@michaelsmedia.com; CWI; Butler, Heidi; ISBA (isba@idahobroadcasters.org); Morales, Kristina; SNHU; TV Jobs.com ; UNT - Phyllis Slocum
Subject: full time Digital Content Producer

KIVI-TV has a full time Digital Content Producer position available in Nampa, please have candidates apply online at: https://scripps.wd5.myworkdayjobs.com/en-US/Scripps_Careers/job/Boise-ID---KIVI/Digital-Content-Producer--KIVI_JRO22941-1

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ABOUT SCRIPPS:

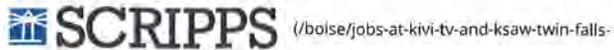
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Heidi Butler, HRBP - Boise Market
208-381-6603 (office)
208-590-9648 (cell)
866-397-1214 (Workday and Payroll Help)
855-376-7996 (Benefits Help)

Dir, HR Business Partner

JR022231



Full Time
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id/290425/

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Director, HR Business Partner

Primary Purpose - Director, HR Business Partner

Scripps is hiring a Human Resources Business Partner for our ABC affiliate in Boise KIVI. Our HRBP's partner with corporate and local leadership teams to align HR strategies and tactical solutions with achieving business objectives. This position will serve as the primary HR coach and consultant at a local level, with an emphasis on organizational effectiveness, employee engagement and talent acquisition, talent management and training.

Key Activities

Business Acumen: Understands how the location makes and spends money; understands the local and divisional landscape (opportunities and competition); maintains local HR scorecard.

Customer Consulting: Have consultative conversations with key leaders with the ability to ask questions, deliver tough feedback, proactively identify and diagnose issues, provide creative solutions in support of the business objectives, demonstrate results, solicit and act upon feedback and maintain a trusted advisor status.

Strategy: Understands the location's business strategy; ensures local HR activities support the location's business strategy and the company's HR strategy.

Workforce Planning and Analytics: Understands the divisional and regional workforce planning and human capital analytics strategy; partners with local leadership to execute the workforce planning and analytics strategy at the local level.

Change Management: Supports the direction of change at a local level, obtains the commitment of key stakeholders, develops change strategies and sustains change through communications and education.

Employee Engagement & Culture: Maintains current understanding of employee engagement at the division. Implements strategies to drive employee engagement, culture, and organizational capabilities throughout the location.

Employee & Labor Relations: Acts as the first level (or second level, if the location has an HR Generalist) employee contact for employee relations issues, after the employee has talked to his/her manager (when appropriate). If applicable, oversee labor relations at the location.

Compliance: Ensures employee records are maintained appropriately at the location; ensures compliance with local, state, and federal regulations, including FCC, EEO, FLSA, ERISA, ADA, FMLA, Workers Comp, and OSHA, as well as legal requirements as they relate to payroll, benefits, and administrative policy compliance.

Rewards: Executes local talent rewards and compensation processes. Provides input on reward and compensation needs and effectiveness to the centralized process owner(s).

Talent Acquisition: Partners with centralized recruiting resources to support the talent acquisition process; manages the hiring process for specific roles at the location. Understands and helps cultivate an external talent pipeline for the location.

Talent Management: Executes local talent management processes and lead talent planning for the location. Understands and helps cultivate internal talent pipeline for the location through a variety of processes, including:

- Performance Management: Executes the performance management process for the location.
- Development Planning: Partners with employees and managers in development planning.
- Talent Review: Facilitates talent reviews to identify high-potential talent.

Training: Ensures delivery of training to the location.

Leadership & Teambuilding: Executes leadership model locally; actively consults with local leaders to build high-performing teams. Models leadership through self-awareness; proactively seeks out and acts upon feedback.

Skills

Education & Experience/Certifications

- BS/BA in human resources or related discipline or equivalent experience.
- 5+ years of experience in a related field with an emphasis on talent management and employee relations.
- Prior supervisory experience preferred.
- PHR, SPHR, SHRM-CP, or SHRM SCP certification preferred.

Skills & Abilities

- Maintain strong knowledge of appropriate legislation pertaining to employment, compensation and benefits and other related human resources functions.
- Proficient in using Microsoft Office Suite, especially Excel, Word, and PowerPoint.
- Proficient in various HR technologies (HRMS, Applicant Tracking, Performance Management, etc.)
- Excellent oral and written communication skills: ability to translate complex information and deliver presentations to various audiences.
- Proven project management experience.
- Excellent relationship building skills and ability to work both individually and as a member of a team.
- Must be organized and have the ability to handle multiple tasks with minimal supervision and work effectively within a fast-paced, deadline-driven environment.
- Must maintain confidentiality.
- Strong problem solving and analytical skills with the ability to deal with detailed information.

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Butler, Heidi

From: Butler, Heidi
Sent: Thursday, December 19, 2019 8:08 AM
To: kwitkoe@batestech.edu; bille@michaelsmedia.com; CWI; Butler, Heidi; ISBA (isba@idahobroadcasters.org); Morales, Kristina; SNHU; TV Jobs.com ; UNT - Phyllis Slocum
Subject: Full time position available in Nampa, ID - Director, HR Business Partner

KIVI TV has the following position available:

https://scripps.wd5.myworkdayjobs.com/en-US/Scripps_Careers/job/Boise-ID---KIVI/Dir--HR-Business-Partner_JR022231-1 all applicants should apply online.

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Rewards: Executes local talent rewards and compensation processes. Provides input on reward and compensation needs and effectiveness to the centralized process owner(s).

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Training: Ensures delivery of training to the location.

Leadership & Teambuilding: Executes leadership model locally; actively consults with local leaders to build high-performing teams. Models leadership through self-awareness; proactively seeks out and acts upon feedback.

Skills

Education & Experience/Certifications

- BS/BA in human resources or related discipline or equivalent experience.
- 5+ years of experience in a related field with an emphasis on talent management and employee relations.

- Prior supervisory experience preferred.
- PHR, SPHR, SHRM-CP, or SHRM SCP certification preferred.

Skills & Abilities

- Maintain strong knowledge of appropriate legislation pertaining to employment, compensation and benefits and other related human resources functions.
- Proficient in using Microsoft Office Suite, especially Excel, Word, and PowerPoint.
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Heidi Butler, HRBP - Boise Market

208-381-6603 (office)

208-590-9648 (cell)

866-397-1214 (Workday and Payroll Help)

855-376-7996 (Benefits Help)

#3392385 Director, HR Business Partner

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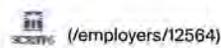
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Director, HR Business Partner
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About this Job

Primary Purpose - Director, HR Business Partner

Scripps is hiring a Human Resources Business Partner for our ABC affiliate in Boise KIVI. Our HRBP's partner with corporate and local leadership teams to align HR strategies and tactical solutions with achieving business objectives. This position will serve as the primary HR coach and consultant at a local level, with an emphasis on organizational effectiveness, employee engagement and talent acquisition, talent management and training.

Key Activities

- Business Acumen:** Understands how the location makes and spends money; understands the local and divisional landscape (opportunities and competition); maintains local HR scorecard.
- Customer Consulting:** Have consultative conversations with key leaders with the ability to ask questions, deliver tough feedback, proactively identify and diagnose issues, provide creative solutions in support of the business objectives, demonstrate results, solicit and act upon feedback and maintain a trusted advisor status.
- Strategy:** Understands the location's business strategy; ensures local HR activities support the location's business strategy and the company's HR strategy.
- Workforce Planning and Analytics:** Understands the divisional and regional workforce planning and human capital analytics strategy; partners with local leadership to execute the workforce planning and analytics strategy at the local level.
- Change Management:** Supports the direction of change at a local level, obtains the commitment of key stakeholders, develops change strategies and sustains change through communications and education.
- Employee Engagement & Culture:** Maintains current understanding of employee engagement at the division. Implements strategies to drive employee engagement, culture, and organizational capabilities throughout the location.
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 - Talent Review: Facilitates talent reviews to identify high-potential talent.
- Training:** Ensures delivery of training to the location.
- Leadership & Teambuilding:** Executes leadership model locally; actively consults with local leaders to build high-performing teams. Models leadership through self-awareness; proactively seeks out and acts upon feedback.

Skills

Education & Experience/Certifications

- BS/BA in human resources or related discipline or equivalent experience.
- 5+ years of experience in a related field with an emphasis on talent management and employee relations.
- Prior supervisory experience preferred.
- PHR, SPHR, SHRM-CP, or SHRM SCP certification preferred.

Skills & Abilities

- Maintain strong knowledge of appropriate legislation pertaining to employment, compensation and benefits and other related human resources functions.
- Proficient in using Microsoft Office Suite, especially Excel, Word, and PowerPoint.
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About E. W. Scripps

Give light and the people will find their own way.

We are a company rich in media history while staying focused on the future. Scripps is one of the nation's largest independent TV station owners. Our 33 television stations and 34 radio stations are vibrant businesses. From this position of strength, we are working to stay ahead of the ways in which people use technology to find news and information.

But no matter what platform we use, we will always ascribe to our longtime motto: Give light and the people will find their own way.

At Scripps your career opportunities are as endless as your imagination and initiative. Our goal is to hire the best, to spark your passion for the job, and then to nourish your career with tools that will help you to learn and to excel.

Scripps is a place of action and energy, where entrepreneurship and innovation are rewarded. Here, we encourage the hearts of our employees to relish our victories and learn from our failures. We are not just running a business; we are continuing a tradition of respect, compassion and excellence that serves our employees and our communities well.

Location

Nampa, Idaho, United States of America

Compensation

TYPE
Paid

PAY RATE
Not Specified

DURATION
Permanent

Company Details

COMPANY SIZE
5,000 - 10,000 employees

INDUSTRY
Journalism, Media & Publishing industry

COMPANY TYPE
Public company

HEADQUARTERS
312 Walnut St, Ste 2800, Cincinnati, OH 45202, USA

WEBSITE
<http://www.scripps.com>

SOCIAL MEDIA
<https://www.facebook.com/EWScrippsCo>
<https://twitter.com/EWScrippsCo>
<https://www.linkedin.com/company/the-e-w-scripps-company>

Employer Preferences

ALLOWED SCHOOL YEARS

Masters of Business Administration, Alumni, Graduating before January 2015

ALLOWED MAJORS

All Human Resources, Management Science, International Business, and Business Administration & Management majors

WORK AUTHORIZATION REQUIREMENTS

US work authorization is required

Contact Information

CONTACTS

Heidi Butler

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Dir, HR Business Partner

Boise, ID - KIVI

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Posted 30+ Days Ago

Full time

JR022231

Primary Purpose

Scripps is hiring a Human Resources Business Partner for our ABC affiliate in Boise KIVI. Our HRBP's partner with corporate and local leadership teams to align HR strategies and tactical solutions with achieving business objectives. This position will serve as the primary HR coach and consultant at a local level, with an emphasis on organizational effectiveness, employee engagement and talent acquisition, talent management and training.

Key Activities

Business Acumen: Understands how the location makes and spends money; understands the local and divisional landscape (opportunities and competition); maintains local HR scorecard.

Customer Consulting: Have consultative conversations with key leaders with the ability to ask questions, deliver tough feedback, proactively identify and diagnose issues, provide creative solutions in support of the business objectives, demonstrate results, solicit and act upon feedback and maintain a trusted advisor status.

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Skills

Education & Experience/Certifications

- BS/BA in human resources or related discipline or equivalent experience.
- 5+ years of experience in a related field with an emphasis on talent management and employee relations.
- Prior supervisory experience preferred.
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Dir, HR Business Partner

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Director, HRBP and L&LD

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JD02231 Dir, HR Business Partner (Open)

Recruiting Start Date: 11/01/2019 - 4 days ago
 Target Hire Date: 03/22/2021 - 4 months to go
 Primary Location: Buck East Chatham Drive

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External Career Site	External	11/01/2019	Yes		Scrpps Job Application Template Effective 11/17/2018 15:00	1	https://workday.wds.myworkday.com/scrpps/CareerSite/ViewJobDetail.do?jobPostingId=JD02231	Actions
Advert	External	11/01/2019			Scrpps Job Application Template Effective 11/17/2018 15:00	1	https://workday.wds.myworkday.com/scrpps/CareerSite/ViewJobDetail.do?jobPostingId=JD02231	Actions

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Dir, HR Business Partner

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Primary Purpose

Provide strategic human resources business partner for our H&C efforts in Buck East Chatham Drive. This position will be a strategic HR partner and consultant in a role with an emphasis on organizational effectiveness, employee engagement and talent acquisition management activities.

Key Activities

- Business Acumen:** Understands the organization's mission and vision, and the role of HR in achieving business objectives.
- Business Consulting:** Provides strategic HR consulting and solutions to business leaders to drive business performance, talent and employee engagement.
- Strategy:** Understands the organization's business strategy and how HR can support the organization's business strategy and business objectives.
- Workforce Planning and Analysis:** Provides strategic HR consulting and solutions to business leaders to drive business performance, talent and employee engagement.
- Change Management:** Supports the implementation of organizational change through communication and education.
- Employee Engagement & Culture:** Provides strategic HR consulting and solutions to business leaders to drive business performance, talent and employee engagement.
- Employee & Labor Relations:** Provides strategic HR consulting and solutions to business leaders to drive business performance, talent and employee engagement.
- Compliance:** Provides strategic HR consulting and solutions to business leaders to drive business performance, talent and employee engagement.
- Recruitment:** Provides strategic HR consulting and solutions to business leaders to drive business performance, talent and employee engagement.
- Talent Acquisition:** Provides strategic HR consulting and solutions to business leaders to drive business performance, talent and employee engagement.
- Talent Management:** Provides strategic HR consulting and solutions to business leaders to drive business performance, talent and employee engagement.

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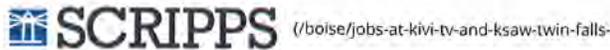
Dir, HR Business Partner
 #JR022231 Boise, Idaho 11/05/2019

Dir, HR Business Partner

Requisition No.: JR022231

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Compliance_HireAHero	11/06/2019	12/06/2019	
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Director, HR Business Partner

Primary Purpose - Director, HR Business Partner

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Business Acumen: Understands how the location makes and spends money; understands the local and divisional landscape (opportunities and competition); maintains local HR scorecard.

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Skills

Education & Experience/Certifications

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Visit <http://www.scripps.com/>  (<http://www.scripps.com/>) to learn more about **KIVI-TV and KSAW Twin Falls, ID**.

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#3392385 Director, HR Business Partner

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Brigham Young University-Idaho	0	Approved 12 days ago	Approved	0
Carroll University	0	Approved 8 days ago	Approved	0
Central Michigan University	0	Approved 12 days ago	Approved	0
Chapman University	0	Approved 12 days ago	Approved	0
Colorado State University	0	Approved 9 days ago	Approved	0
Gonzaga University	0	Approved 12 days ago	Approved	0
Idaho State University	0	Approved 12 days ago	Approved	0
Northwest Nazarene University	0	Approved 12 days ago	Approved	0

< 1/3 >



Director, HR Business Partner
E. W. Scripps (/employers/12564)

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About this Job

Primary Purpose - Director, HR Business Partner

Scripps is hiring a Human Resources Business Partner for our ABC affiliate in Boise KIVI. Our HRBP's partner with corporate and local leadership teams to align HR strategies and tactical solutions with achieving business objectives. This position will serve as the primary HR coach and consultant at a local level, with an emphasis on organizational effectiveness, employee engagement and talent acquisition, talent management and training.

Key Activities

Business Acumen: Understands how the location makes and spends money; understands the local and divisional landscape (opportunities and competition); maintains local HR scorecard.

Customer Consulting: Have consultative conversations with key leaders with the ability to ask questions, deliver tough feedback, proactively identify and diagnose issues, provide creative solutions in support of the business objectives, demonstrate results, solicit and act upon feedback and maintain a trusted advisor status.

Strategy: Understands the location's business strategy; ensures local HR activities support the location's business strategy and the company's HR strategy.

Workforce Planning and Analytics: Understands the divisional and regional workforce planning and human capital analytics strategy; partners with local leadership to execute the workforce planning and analytics strategy at the local level.

Change Management: Supports the direction of change at a local level, obtains the commitment of key stakeholders, develops change strategies and sustains change through communications and education.

Employee Engagement & Culture: Maintains current understanding of employee engagement at the division. Implements strategies to drive employee engagement, culture, and organizational capabilities throughout the location.

Employee & Labor Relations: Acts as the first level (or second level, if the location has an HR Generalist) employee contact for employee relations issues, after the employee has talked to his/her manager (when appropriate). If applicable, oversee labor relations at the location.

Compliance: Ensures employee records are maintained appropriately at the location; ensures compliance with local, state, and federal regulations, including FCC, EEO, FLSA, ERISA, ADA, FMLA, Workers Comp, and OSHA, as well as legal requirements as they relate to payroll, benefits, and administrative policy compliance.

Rewards: Executes local talent rewards and compensation processes. Provides input on reward and compensation needs and effectiveness to the centralized process owner(s).

Talent Acquisition: Partners with centralized recruiting resources to support the talent acquisition process; manages the hiring process for specific roles at the location. Understands and helps cultivate an external talent pipeline for the location.

Talent Management: Executes local talent management processes and lead talent planning for the location. Understands and helps cultivate internal talent pipeline for the location through a variety of processes, including:

- **Performance Management:** Executes the performance management process for the location.
- **Development Planning:** Partners with employees and managers in development planning.
- **Talent Review:** Facilitates talent reviews to identify high-potential talent.

Training: Ensures delivery of training to the location.

Leadership & Teambuilding: Executes leadership model locally; actively consults with local leaders to build high-performing teams. Models leadership through self-awareness; proactively seeks out and acts upon feedback.

Skills

Education & Experience/Certifications

- BS/BA in human resources or related discipline or equivalent experience.
- 5+ years of experience in a related field with an emphasis on talent management and employee relations.
- Prior supervisory experience preferred.
- PHR, SPHR, SHRM-CP, or SHRM SCP certification preferred.

Skills & Abilities

- Maintain strong knowledge of appropriate legislation pertaining to employment, compensation and benefits and other related human resources functions.
- Proficient in using Microsoft Office Suite, especially Excel, Word, and PowerPoint.
- Proficient in various HR technologies (HRMS, Applicant Tracking, Performance Management, etc.)
- Excellent oral and written communication skills: ability to translate complex information and deliver presentations to various audiences.
- Proven project management experience.
- Excellent relationship building skills and ability to work both individually and as a member of a team.
- Must be organized and have the ability to handle multiple tasks with minimal supervision and work effectively within a fast-paced, deadline-driven environment.
- Must maintain confidentiality.
- Strong problem solving and analytical skills with the ability to deal with detailed information.

About Scripps

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As an equal employment opportunity employer, The E.W. Scripps Company and its affiliates do not discriminate in its employment decisions on the basis of race, sex, sexual orientation, gender, color, religion, age, genetic information, medical condition, disability, marital status, citizenship or national origin, and military membership or veteran status, or on any other basis which would be in violation of any applicable federal, state or local law. Furthermore, the company will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in undue hardship for the company.

About E. W. Scripps

Give light and the people will find their own way.

We are a company rich in media history while staying focused on the future. Scripps is one of the nation's largest independent TV station owners. Our 33 television stations and 34 radio stations are vibrant businesses. From this position of strength, we are working to stay ahead of the ways in which people use technology to find news and information.

But no matter what platform we use, we will always ascribe to our longtime motto: Give light and the people will find their own way.

At Scripps your career opportunities are as endless as your imagination and initiative. Our goal is to hire the best, to spark your passion for the job, and then to nourish your career with tools that will help you to learn and to excel.

Scripps is a place of action and energy, where entrepreneurship and innovation are rewarded. Here, we encourage the hearts of our employees to relish our victories and learn from our failures. We are not just running a business; we are continuing a tradition of respect, compassion and excellence that serves our employees and our communities well.

Location

Nampa, Idaho, United States of America

Compensation

TYPE
Paid
PAY RATE
Not Specified
DURATION
Permanent

Company Details

COMPANY SIZE
5,000 - 10,000 employees
INDUSTRY
Journalism, Media & Publishing industry
COMPANY TYPE
Public company
HEADQUARTERS
312 Walnut St, Ste 2800, Cincinnati, OH 45202, USA
WEBSITE
<http://www.scripps.com>
SOCIAL MEDIA
<https://www.facebook.com/EWScrippsCo>
<https://twitter.com/EWScrippsCo>
<https://www.linkedin.com/company/the-e-w-scripps-company>

Employer Preferences

ALLOWED SCHOOL YEARS
Masters of Business Administration, Alumni, Graduating before January 2015
ALLOWED MAJORS
All Human Resources, Management Science, International Business, and Business Administration & Management majors
WORK AUTHORIZATION REQUIREMENTS
US work authorization is required

Contact Information

CONTACTS
Heidi Butler

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<ul style="list-style-type: none"> <input checked="" type="checkbox"/> 19 approved postings <input checked="" type="checkbox"/> 3 declined postings <input type="checkbox"/> 5 pending postings <p><input type="radio"/> This job is live to students until January 30, 2020 at 8:00am.</p>
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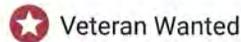
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 Share

 Email (mailto:?)

subject=Check%20this%20out&body=Check%20out%20this%20job%20I%20found%20on%20Handshake%3A%0A%0DEmployer%3A%20E.%20W.%20Scripps%0A%0DJo
Time%0A%0Dhttps%3A%2F%2Fapp.joinhandshake.com%2Fjobs%2F3392385)



Veteran Wanted



Dir, HR Business Partner at The E.W. Scripps Co.
Boise, ID

About the Job

Primary Purpose

Scripps is hiring a Human Resources Business Partner for our ABC affiliate in Boise KIVI. Our HRBP's partner with corporate and local leadership teams to align HR strategies and tactical solutions with achieving business objectives. This position will serve as the primary HR coach and consultant at a local level, with an emphasis on organizational effectiveness, employee engagement and talent acquisition, talent management and training.

Key Activities

Business Acumen: Understands how the location makes and spends money; understands the local and divisional landscape (opportunities and competition); maintains local HR scorecard.

Customer Consulting: Have consultative conversations with key leaders with the ability to ask questions, deliver tough feedback, proactively identify and diagnose issues, provide creative solutions in support of the business objectives, demonstrate results, solicit and act upon feedback and maintain a trusted advisor status.

Strategy: Understands the location's business strategy; ensures local HR activities support the location's business strategy and the company's HR strategy.

Workforce Planning and Analytics: Understands the divisional and regional workforce planning and human capital analytics strategy; partners with local leadership to execute the workforce planning and analytics strategy at the local level.

Change Management: Supports the direction of change at a local level, obtains the commitment of key stakeholders, develops change strategies and [Apply on Employer Site](#) communications and education.



Employee Engagement & Culture: Maintains current understanding of employee engagement at the

Employee Engagement & Culture: Maintains current understanding of employee engagement at the division. Implements strategies to drive employee engagement, culture, and organizational capabilities throughout the location.

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- Talent Review: Facilitates talent reviews to identify high-potential talent.

Training: Ensures delivery of training to the location.

Leadership & Teambuilding: Executes leadership model locally; actively consults with local leaders to build high-performing teams. Models leadership through self-awareness; proactively seeks out and acts upon feedback.

Skills

Education & Experience/Certifications

- BS/BA in human resources or related discipline or equivalent experience.
- 5+ years of experience in a related field with an emphasis on talent management and employee relations.
- Prior supervisory experience preferred.
- PHR, SPHR, SHRM-CP, or SHRM SCP certification preferred.

Skills & Abilities

- Maintain strong knowledge of appropriate legislation pertaining to employment, compensation and benefits and other related human resources functions.
- Proficient in using Microsoft Office Suite, especially Excel, Word, and PowerPoint.
- Proficient in various HR technologies (HRMS, Applicant Tracking, Performance Management, etc.)
- Excellent oral and written communication skills; ability to translate complex information and deliver presentations to various audiences.
- Proven project management experience.

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Project Management Experience

- Excellent relationship building skills and ability to work both individually and as a member of a team.
- Must be organized and have the ability to handle multiple tasks with minimal supervision and work effectively within a fast-paced, deadline-driven environment.
- Must maintain confidentiality.
- Strong problem solving and analytical skills with the ability to deal with detailed information.

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1 week ago 0 applicants



Dir, HR Business Partner Promoted
The E.W. Scripps Company

Boise, ID, US

 35 connections work here

3 weeks ago



Studio Tech I Promoted
The E.W. Scripps Company

Boise, ID, US

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4 weeks ago 4 applicants



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The E.W. Scripps Company

Corpus Christi, TX, US

 35 connections work here

3 weeks ago



Multimedia Journalist/ Anchor Promoted
The E.W. Scripps Company

Boise, ID, US

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The E.W. Scripps Company

New York City, NY, US

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SCRIPPS

Dir, HR Business Partner

The E.W. Scripps Company · Boise, ID, US

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- Mid-Senior level

Company

- 1,001-5,000 employees
- Media Production

Connections

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Posted by



Nathan Stewart, PRC, CIR 1st
Sr. Talent Acquisition Partner at Scripps

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Primary Purpose

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Key Activities

Business Acumen: Understands how the location makes and spends money; understands the local and divisional landscape (opportunities and competition); maintains local HR scorecard.

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Director II
JR021049



SCRIPPS

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Full Time
 Immediately
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Director - KIVI-TV Boise

Director II - KIVI TV

Primary Purpose

The Director II works in all areas of television production and is responsible for technical directing fast-paced, complex newscasts and other local programming as well as assisting in the completion of pre-production for newscasts.

Key Activities

- Oversees the setup and operations of equipment including camera, audio, video and lighting. Constructs and dismantles set.
- Ensures smooth operation of technical equipment and services during broadcast.
- Troubleshoots technical problems during production or broadcast.
- Directs assigned newscasts, which include "switching" newscasts and other productions, completing the pre-production for all newscasts and checking all sources prior to air.
- Monitors the status of all live shots and content prior to a live newscast.
- Works closely with news department, directors, producers, and promotions to ensure that the desired on-air look is attained with a minimal amount of errors.
- Perform other duties as assigned.

Skills

Education & Experience/Certifications

- High school diploma or GED required. Bachelor's degree in TV production or related preferred.
- Minimum 1 year experience as a director/technical director.
- Working knowledge of television station production equipment.

Skills & Abilities

- Must be familiar with all aspects of television production including audio, switching, digital effects, camera operation and shot composition, lighting, and character generators.
- Good working knowledge of computers.
- Ability to handle multiple priorities under extreme time constraints with poise and skill.
- Solid leadership skills.
- Excellent knowledge of proper composition, grammar and spelling.
- Must have excellent communication skills; ability to give directions in a clear, efficient manner.
- Excellent organizational skills.
- Ability to work in a fast paced environment.

- Capable of working well with commercial clients while adding a creative look to commercial spots.
- Must be familiar with all aspects of television production.....lighting, character generators, and news automation.
- Must be a team player.

Work Environment

- Constant viewing of multiple video and computer monitors.
- Flexible work hours required, including holidays, weekends, evenings and possible overtime hours.
- Must be able to lift up to 75 lbs.

Additional Requirements

- Must be able to lift up to 75 pounds.

About Scripps

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Apply Now! (https://scripps.wd5.myworkdayjobs.com/en-US/Scripps_Careers/job/Boise-ID---KIVI/Director-II_JR021049-1)

Visit <http://www.scripps.com/>  (<http://www.scripps.com/>) to learn more about **KIVI-TV Boise**.

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Butler, Heidi

From: Butler, Heidi
Sent: Thursday, May 23, 2019 11:16 AM
To: Bates Technical College; bille@michaelsmedia.com; CWI; Butler, Heidi; ISBA (isba@idahobroadcasters.org); Morales, Kristina; SNHU; TV Jobs.com ; UNT - Phyllis Slocum
Subject: Open Position - Director II - Nampa, ID Full time

We have the following open full time position available in Nampa, ID

Director II – Nampa, ID

Primary Purpose

The Director II works in all areas of television production and is responsible for technical directing fast paced, complex newscasts and other local programming as well as assisting in completion of pre-production for newscasts.

Key Activities

- Oversees the set up and operations of equipment including camera, audio, video and lighting. Constructs and dismantles set.
- Ensures smooth operation of technical equipment and services during broadcast.
- Troubleshoots technical problems during production or broadcast.
- Directs assigned newscasts, which include "switching" newscasts and other productions, completing the pre-production for all newscasts and checking all sources prior to air.
- Monitors the status of all live shots and content prior to a live newscast.
- Works closely with news department, directors, producers, and promotions to ensure that the desired on-air look is attained with a minimal amount of errors.
- Perform other duties as assigned.

Skills

Education & Experience/Certifications

- High school diploma or GED required. Bachelor's degree in TV production or related preferred.
- Minimum 1 year experience as a director/technical director.
- Working knowledge of television station production equipment.

Skills & Abilities

- Must be familiar with all aspects of television production including audio, switching, digital effects, camera operation and shot composition, lighting, and character generators.
- Good working knowledge of computers.
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- Solid leadership skills.
- Excellent knowledge of proper composition, grammar and spelling.
- Must have excellent communication skills; ability to give directions in a clear, efficient manner.
- Excellent organizational skills.
- Ability to work in a fast paced environment.
- Capable of working well with commercial clients while adding a creative look to commercial spots.
- Must be familiar with all aspects of television production.....lighting, character generators, and news automation.
- Must be a team player.

Work Environment

- Constant viewing of multiple video and computer monitors.
- Flexible work hours required, including holidays, weekends, evenings and possible overtime hours.
- Must be able to lift up to 75 lbs.

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- Must be able to lift up to 75 pounds.
-

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audio technology and measurement services. Scripps produces original programming including "Pickler & Ben," runs an award-winning investigative reporting newsroom in Washington, D.C., and is the longtime steward of the [Scripps National Spelling Bee](#). Founded in 1878, Scripps has held for decades to the motto, "Give light and the people will find their own way." As an equal employment opportunity employer, The E.W. Scripps Company and its affiliates do not discriminate in its employment decisions on the basis on race, sex, sexual orientation, gender, color, religion, age, genetic information, medical condition, disability, marital status, citizenship or national origin, and military membership or veteran status, or on any other basis which would be in violation of any applicable federal, state or local law. Furthermore, the company will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship for the company

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Heidi Butler, HRBP - Boise Market

208-381-6603 (office)

208-590-9648 (cell)

866-397-1214 (Workday and Payroll Help)

855-376-7996 (Benefits Help)

 This is how a student may see your job posting.

Director II - Nampa, ID @ KIVI-TV

Position Type

Full Time

Desired Class Level(s)

Alumnus

Work Authorization

US Citizen

Description

Primary Purpose

The Director II is responsible for directing the station's newscasts from the news automated control room with a minimal amount of errors while supervising the crew. This position reports to a Production Manager.

Key Activities

Assigned to daily newscasts as a director or technical director
Works with show producers using newsroom computer system to create an integrated automated show rundown
Directs control room crew for pre-production, studio shot planning and graphics integration
Direct other shows, production shoots and special reports as assigned
Assist with any studio setups including but not limited to lighting

Skills

Education & Experience/Certifications

Important Dates

Posted On:

May 23, 2019

Application Deadline:

Jun 23, 2019

High school diploma or GED required. Bachelors in related discipline preferred.

1 year experience directing LIVE newscasts

Must have previous multi-camera directing experience preferably in television news with control room automation.

Skills & Abilities

Must have the ability to direct fast-paced rapidly changing productions for extended periods.

Working knowledge of state-of-the-art video switchers and effects.

Familiar with routers, video servers, audio consoles, robotic studio cameras, graphics systems and studio production equipment.

Strong computer skills.

Effective communication and people skills.

Must be able to work a flexible schedule.

Work Environment

Constant viewing of multiple video and computer monitors.

Flexible work hours required, including holidays, weekends, evenings and possible overtime hours.

Must be able to lift up to 75 lbs.

Additional Requirements

Must be able to lift up to 75 pounds.

About Scripps

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Division

KIVI-TV

Location

Nampa, Idaho United States

Salary Level

TBD

Duration

full time

Approximate Hours Per Week

40

Career Services Management System

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#2755671 Director II - KIVI TV

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Northwest Nazarene University		Requested a few seconds ago	Pending	None	☰
Southern New Hampshire University		Requested a few seconds ago	Pending	None	☰
Central Michigan University		Approved a few seconds ago	Approved	None	☰
Emerson College		Requested a few seconds ago	Pending	None	☰



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Director II - KIVI TV

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About this Job

Primary Purpose

The Director II works in all areas of television production and is responsible for technical directing fast paced, complex newscasts and other local programming as well as assisting in completion of pre-production for newscasts.

Key Activities

- Oversees the set up and operations of equipment including camera, audio, video and lighting. Constructs and dismantles set.
- Ensures smooth operation of technical equipment and services during broadcast.
- Troubleshoots technical problems during production or broadcast.
- Directs assigned newscasts, which include "switching" newscasts and other productions, completing the pre-production for all newscasts and checking all sources prior to air.
- Monitors the status of all live shots and content prior to a live newscast.
- Works closely with news department, directors, producers, and promotions to ensure that the desired on-air look is attained with a minimal amount of errors.
- Perform other duties as assigned.

Skills

Education & Experience/Certifications

- High school diploma or GED required. Bachelor's degree in TV production or related preferred.
- Minimum 1 year experience as a director/technical director.
- Working knowledge of television station production equipment.

Skills & Abilities

- Must be familiar with all aspects of television production including audio, switching, digital effects, camera operation and shot composition, lighting, and character generators.
- Good working knowledge of computers.
- Ability to handle multiple priorities under extreme time constraints with poise and skill.
- Solid leadership skills.
- Excellent knowledge of proper composition, grammar and spelling.
- Must have excellent communication skills; ability to give directions in a clear, efficient manner.
- Excellent organizational skills.
- Ability to work in a fast paced environment.
- Capable of working well with commercial clients while adding a creative look to commercial spots.
- Must be familiar with all aspects of television production.....lighting, character generators, and news automation.
- Must be a team player.

Work Environment

- Constant viewing of multiple video and computer monitors.
- Flexible work hours required, including holidays, weekends, evenings and possible overtime hours.
- Must be able to lift up to 75 lbs.

Additional Requirements

- Must be able to lift up to 75 pounds.

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About E. W. Scripps

Give light and the people will find their own way.

We are a company rich in media history while staying focused on the future. Scripps is one of the nation's largest independent TV station owners. Our 33 television stations and 34 radio stations are vibrant businesses. From this position of strength, we are working to stay ahead of the ways in which people use technology to find news and information.

But no matter what platform we use, we will always ascribe to our longtime motto: Give light and the people will find their own way.

At Scripps your career opportunities are as endless as your imagination and initiative. Our goal is to hire the best, to spark your passion for the job, and then to nourish your career with tools that will help you to learn and to excel.

Scripps is a place of action and energy, where entrepreneurship and innovation are rewarded. Here, we encourage the hearts of our employees to relish our victories and learn from our failures. We are not just running a business; we are continuing a tradition of respect, compassion and excellence that serves our employees and our communities well.

Location

Nampa, Idaho, United States of America

Compensation

TYPE

Paid

PAY RATE

Not Specified

DURATION

Permanent

Company Details

COMPANY SIZE

5,000 - 10,000 employees

INDUSTRY

Journalism, Media & Publishing industry

COMPANY TYPE

Public company

HEADQUARTERS

312 Walnut St, Cincinnati, OH 45202, USA

WEBSITE

<http://www.scripps.com>

SOCIAL MEDIA

<https://www.facebook.com/EWScrippsCo>

<https://twitter.com/EWScrippsCo>

<https://www.linkedin.com/company/the-e-w-scripps-company>

Employer Preferences

ALLOWED SCHOOL YEARS

Alumni, Graduating before May 2019

ALLOWED MAJORS

All Radio, Television, Media, Public Relations, Documentary/Film, Digital Communication, Advertising, Journalism, Communication & Media Studies, Construction Engineering, Nuclear Engineering, Network Engineering, Nautical/Naval Engineering, Materials Science & Engineering, General Engineering, Electrical Engineering, Computer Engineering, Biomedical Engineering, Aerospace Engineering, Agriculture & Biological Engineering, Civil/Environmental Engineering, Packaging Engineering, Energy Engineering, Automotive Engineering, Automation Engineering, Mechanical Engineering, Industrial Engineering, and Chemical Engineering majors

WORK AUTHORIZATION REQUIREMENTS

US work authorization is required

Contact Information

CONTACTS
Heidi Butler

Attachments (/jobs/2755671/attachments)

New Attachment (/jobs/2755671/attachments/new)
Posted to 5 Schools
<input checked="" type="checkbox"/> 1 approved posting
<input type="checkbox"/> 4 pending postings
<input type="checkbox"/> This job is live to students until June 20, 2019 at 11:10am.
Target More Schools (/jobs/2755671/edit?initial_page=3)

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No tracking code added

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subject=Check%20this%20out&body=Check%20out%20this%20job%20I%20found%20on%20Handshake%3A%0A%0DEmployer%3A%20E.%20W.%20Scripps%0A%0DJob%20Type%3Time%0A%0Dhttps%3A%2F%2Fapp.joinhandshake.com%2Fjobs%2F2755671)

Director II

Boise, ID - KIVI

Apply

Posted Today

Full time

JR021049

Primary Purpose

The Director II works in all areas of television production and is responsible for technical directing fast paced, complex newscasts and other local programming as well as assisting in completion of pre-production for newscasts.

Key Activities

- Oversees the set up and operations of equipment including camera, audio, video and lighting. Constructs and dismantles set.
- Ensures smooth operation of technical equipment and services during broadcast.
- Troubleshoots technical problems during production or broadcast.
- Directs assigned newscasts, which include "switching" newscasts and other productions, completing the pre-production for all newscasts and checking all sources prior to air.
- Monitors the status of all live shots and content prior to a live newscast.
- Works closely with news department, directors, producers, and promotions to ensure that the desired on-air look is attained with a minimal amount of errors.
- Perform other duties as assigned.

Skills

Education & Experience/Certifications

- High school diploma or GED required. Bachelor's degree in TV

About Us



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- High school diploma or GED required. Bachelor's degree in TV production or related preferred.
- Minimum 1 year experience as a director/technical director.
- Working knowledge of television station production equipment.

Skills & Abilities

- Must be familiar with all aspects of television production including audio, switching, digital effects, camera operation and shot composition, lighting, and character generators.
- Good working knowledge of computers.
- Ability to handle multiple priorities under extreme time constraints with poise and skill.
- Solid leadership skills.
- Excellent knowledge of proper composition, grammar and spelling.
- Must have excellent communication skills; ability to give directions in a clear, efficient manner.
- Excellent organizational skills.
- Ability to work in a fast paced environment.
- Capable of working well with commercial clients while adding a creative look to commercial spots.
- Must be familiar with all aspects of television production.....li ghting, character generators, and news automation.
- Must be a team player.

Work Environment

- Constant viewing of multiple video and computer monitors.
- Flexible work hours required, including holidays, weekends, evenings and possible overtime hours.
- Must be able to lift up to 75 lbs.

Additional Requirements

- Must be able to lift up to 75 pounds.

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#JR020942 Tucson, Arizona 05/23/2019

Director II

#JR021049 Boise, Idaho 05/23/2019

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Compliance_JOFDAV	05/24/2019	06/23/2019	
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Compliance_USDiversity	05/24/2019	06/23/2019	

Meteorologist-Intern

#JR021042 Tulsa, Oklahoma 05/23/2019

Intern-12834

#JR021034 Las Vegas, Nevada 05/23/2019

Inventory Control Specialist

#JR021048 Phoenix, Arizona 05/23/2019

Audio Engineer

#JR021046 📍 New York, New York 📅 05/23/2019

Strategic Partnerships Manager

#JR021045 📍 New York, New York 📅 05/22/2019

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Director III
JR021036

Director III -KIVI TV

Boise, ID - KIVI

Apply

Posted Today

Full time

JR021036

Primary Purpose

The Director III is responsible for directing the station's newscasts from the news automated control room with a minimal amount of errors while supervising the crew. This position reports to a Production Manager.

Key Activities

- Assigned to daily newscasts as a director or technical director
- Works with show producers using newsroom computer system to create an integrated automated show rundown
- Directs control room crew for pre-production, studio shot planning and graphics integration
- Direct other shows, production shoots and special reports as assigned
- Assist with any studio setups including but not limited to lighting

Skills

Education & Experience/Certifications

- High school diploma or GED required. Bachelors in related discipline preferred.
- 3 years experience directing LIVE newscasts and 1 year experience with IGNITE automation strongly preferred.
- Must have previous multi-camera directing experience preferably in television news with control room automation.

Skills & Abilities

- Must have the ability to direct fast-pace rapidly changing productions for extended periods.

About Us



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- Working knowledge of state-of-the-art video switchers and effects.
- Familiar with routers, video servers, audio consoles, robotic studio cameras, graphics systems and studio production equipment.
- Strong computer skills.
- Effective communication and people skills.
- Must be able to work a flexible schedule.

Work Environment

- Constant viewing of multiple video and computer monitors.
- Flexible work hours required, including holidays, weekends, evenings and possible overtime hours.
- Must be able to lift up to 75 lbs.

Additional Requirements

- Must be able to lift up to 75 pounds.

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Butler, Heidi

From: Butler, Heidi
Sent: Tuesday, May 21, 2019 1:22 PM
To: Bates Technical College; bille@michaelsmedia.com; CWI; Butler, Heidi; ISBA (isba@idahobroadcasters.org); Morales, Kristina; SNHU; TV Jobs.com ; UNT - Phyllis Slocum
Subject: Full time Director - Nampa, ID

We have the following full time position available in Nampa, ID:

- **Director III -KIVI TV**

- Boise, ID - KIVI

- **Primary Purpose**

The Director III is responsible for directing the station's newscasts from the news automated control room with a minimal amount of errors while supervising the crew. This position reports to a Production Manager.

- **Key Activities**

- Assigned to daily newscasts as a director or technical director
- Works with show producers using newsroom computer system to create an integrated automated show rundown
- Directs control room crew for pre-production, studio shot planning and graphics integration
- Direct other shows, production shoots and special reports as assigned
- Assist with any studio setups including but not limited to lighting

- **Skills**

- Education & Experience/Certifications

- High school diploma or GED required. Bachelors in related discipline preferred.
- 3 years experience directing LIVE newscasts and 1 year experience with IGNITE automation strongly preferred.
- Must have previous multi-camera directing experience preferably in television news with control room automation.

- Skills & Abilities

- Must have the ability to direct fast-pace rapidly changing productions for extended periods.
- Working knowledge of state-of-the-art video switchers and effects.
- Familiar with routers, video servers, audio consoles, robotic studio cameras, graphics systems and studio production equipment.
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Apply online at: https://scripps.wd5.myworkdayjobs.com/en-US/Scripps_Careers/job/Boise-ID---KIVI/Director-III--KIVI-TV_JR021036-1

Heidi Butler, HRBP - Boise Market

208-381-6603 (office)

208-590-9648 (cell)

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Banner

Director - KIVI TV

E. W. Scripps (/employers/12564)

- (/employers/12564) Nampa, Idaho, United States of America
- Full-Time Job
- Paid
- Journalism, Media & Publishing
- 5,000 - 10,000 employees
- No on-campus interviews

Applications close on Jun 17

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Job Description

Primary Purpose

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Key Activities

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Skills

Education & Experience/Certifications

- High school diploma or GED required. Bachelors in related discipline preferred.
- 3 years experience directing LIVE newscasts and 1 year experience with IGNITE automation strongly preferred.
- Must have previous multi-camera directing experience preferably in television news with control room automation.

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Skills & Abilities

- Must have the ability to direct fast-pace rapidly changing productions for extended periods.
- Working knowledge of state-of-the-art video switchers and effects.
- Familiar with routers, video servers, audio consoles, robotic studio cameras, graphics systems and studio production equipment.
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Work Environment

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About E. W. Scripps

Headquarters

312 Walnut St, Cincinnati, OH 45202, USA

Website

www.scripps.com (<http://www.scripps.com>)

Division

Boise Market

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Cancel



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Cancel

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Apply Now! (https://scripps.wd5.myworkdayjobs.com/en-US/Scrrips_Careers/job/Boise-ID---KIVI/Director-III--KIVI-TV_JR021036-1)

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Director, Nampa - ID

Director - KIVI TV

Primary Purpose

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About Scripps

The E.W. Scripps Company (<http://www.scripps.com/>) (NASDAQ: SSP) serves audiences and businesses through a growing portfolio of local and national media brands. With 33 television stations, Scripps is one of the nation's largest independent TV station owners. Scripps runs a collection of national journalism and content businesses, including Newsy (<http://www.newsy.com/>), the next-generation national news network; podcast industry leader Stitcher (<https://www.stitcher.us/>); the fast-growing national broadcast networks Bounce (<https://www.bouncetv.com/>), Grit (<https://www.grittv.com/>), Escape (<https://www.escapetv.com/>) and Laff (<https://www.laff.com/>); and Triton (<https://www.tritondigital.com/>), the global leader in digital audio technology and measurement services. Scripps produces original programming including "Pickler & Ben (<https://www.picklerandben.com/>)," runs an award-winning investigative reporting newsroom in Washington, D.C., and is the longtime steward of the Scripps National Spelling Bee (<http://www.spellingbee.com/>). Founded in 1878, Scripps has held for decades to the motto, "Give light and the people will find their own way."

As an equal employment opportunity employer, The E.W. Scripps Company and its affiliates do not discriminate in its employment decisions on the basis on race, sex, sexual orientation, gender, color, religion, age, genetic information, medical condition, disability, marital status, citizenship or national origin, and military membership or veteran status, or on any other basis which would be in violation of any applicable federal, state or local law. Furthermore, the company will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship for the company.

Apply Now! (https://scripps.wd5.myworkdayjobs.com/en-US/Scripps_Careers/job/Boise-ID---KIVI/Director-III--KIVI-TV_JR021036-1)

Visit <http://www.scripps.com/>  (<http://www.scripps.com/>) to learn more about **KIVI-TV Boise**.

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 This is how a student may see your job posting.

Director - Nampa, ID KIVI-TV

Position Type

Full Time

Desired Class Level(s)

Alumnus

Work Authorization

US Citizen

Description

Primary Purpose

The Director III is responsible for directing the station's newscasts from the news automated control room with a minimal amount of errors while supervising the crew. This position reports to a Production Manager.

Key Activities

Assigned to daily newscasts as a director or technical director
Works with show producers using newsroom computer system to create an integrated automated show rundown
Directs control room crew for pre-production, studio shot planning and graphics integration
Direct other shows, production shoots and special reports as assigned
Assist with any studio setups including but not limited to lighting

Skills

Education & Experience/Certifications

Important Dates

Posted On:

May 21, 2019

Application Deadline:

Jun 21, 2019

High school diploma or GED required. Bachelors in related discipline preferred.

3 years experience directing LIVE newscasts and 1 year experience with IGNITE automation strongly preferred.

Must have previous multi-camera directing experience preferably in television news with control room automation.

Skills & Abilities

Must have the ability to direct fast-pace rapidly changing productions for extended periods.

Working knowledge of state-of-the-art video switchers and effects.

Familiar with routers, video servers, audio consoles, robotic studio cameras, graphics systems and studio production equipment.

Strong computer skills.

Effective communication and people skills.

Must be able to work a flexible schedule.

Work Environment

Constant viewing of multiple video and computer monitors.

Flexible work hours required, including holidays, weekends, evenings and possible overtime hours.

Must be able to lift up to 75 lbs.

Additional Requirements

Must be able to lift up to 75 pounds.

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Division
KIVI-TV

Location
Nampa, Idaho United States

Salary Level
TBD

Duration
full time

Approximate Hours Per Week
40

Job title or requisition



Show inactive jobs: No

Date ↓

WFTS Specialty Producer

#JR021012 📍 Tampa, Florida 📅 05/22/2019

Studio Tech II-KBZK

#JR021030 📍 Bozeman, Montana 📅 05/22/2019

Meteorologist-KPAX

#JR021027 📍 Missoula, Montana 📅 05/22/2019

Story Editor, Stitcher

#JR021037 📍 Los Angeles, California 📅 05/22/2019

Digital Sales Manager

#JR021033 📍 Missoula, Montana 📅 05/21/2019

The List - Correspondent

#JR021031 📍 Phoenix, Arizona 📅 05/21/2019

KNXV News Producer

#JR021028 📍 Phoenix, Arizona 📅 05/21/2019

Director III -KIVI TV

#JR021036 📍 Boise, Idaho 📅 05/21/2019

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Job Board	Job Board	Expires	
TVJobs.com	05/21/2019	06/20/2019	
Compliance - Local Diversity	05/22/2019	06/21/2019	
Compliance_HireAHero	05/22/2019	06/21/2019	
Compliance_JOFDAV	05/22/2019	06/21/2019	
Compliance_recruitABILITY	05/22/2019	06/21/2019	
Compliance_USDiversity	05/22/2019	06/21/2019	

Integrated Account Executive-KPAX

#JR021032 📍 Missoula, Montana 📅 05/21/2019

Sales Support Assistant II-KPAX

#JR021035 📍 Missoula, Montana 📅 05/21/2019

◀ Prev Next ▶

#2749343 Director - KIVI TV

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Job [Preview job posting \(/jobs/2749343/edit?initial_page=4\)](#)

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[Review 0 Applicants \(/jobs/2749343/applications\)](#)

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School	Applicant Count	Last Update	Status	Comment Count	
Emerson College		Requested 10 minutes ago	Pending	None	☰
Northwest Nazarene University		Requested 10 minutes ago	Pending	None	☰
University of North Texas		Requested 10 minutes ago	Pending	None	☰
Southern New Hampshire University		Requested 10 minutes ago	Pending	None	☰
University of Wisconsin Oshkosh		Requested 10 minutes ago	Pending	None	☰
Boise State University		Requested 10 minutes ago	Pending	None	☰
Central Michigan University		Approved 10 minutes ago	Approved	None	☰
Brigham Young University		Requested 10 minutes ago	Pending	None	☰



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Director - KIVI TV

[E. W. Scripps \(/employers/12564\)](#)

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About this Job

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- Direct other shows, production shoots and special reports as assigned
- Assist with any studio setups including but not limited to lighting

Skills

Education & Experience/Certifications

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- 3 years experience directing LIVE newscasts and 1 year experience with IGNITE automation strongly preferred.
- Must have previous multi-camera directing experience preferably in television news with control room automation.

Skills & Abilities

- Must have the ability to direct fast-paced rapidly changing productions for extended periods.
- Working knowledge of state-of-the-art video switchers and effects.
- Familiar with routers, video servers, audio consoles, robotic studio cameras, graphics systems and studio production equipment.
- Strong computer skills.
- Effective communication and people skills.
- Must be able to work a flexible schedule.

Work Environment

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At Scripps your career opportunities are as endless as your imagination and initiative. Our goal is to hire the best, to spark your passion for the job, and then to nourish your career with tools that will help you to learn and to excel.

Scripps is a place of action and energy, where entrepreneurship and innovation are rewarded. Here, we encourage the hearts of our employees to relish our victories and learn from our failures. We are not just running a business; we are continuing a tradition of respect, compassion and excellence that serves our employees and our communities well.

Location

Nampa, Idaho, United States of America

Compensation

TYPE

Paid

PAY RATE

Not Specified

DURATION

Permanent

Company Details

COMPANY SIZE

5,000 - 10,000 employees

INDUSTRY

Journalism, Media & Publishing Industry

COMPANY TYPE

Public company

HEADQUARTERS

312 Walnut St, Cincinnati, OH 45202, USA

WEBSITE

<http://www.scripps.com>

SOCIAL MEDIA

<https://www.facebook.com/EWScrippsCo>

<https://twitter.com/EWScrippsCo>

<https://www.linkedin.com/company/the-e-w-scripps-company>

Employer Preferences

ALLOWED SCHOOL YEARS

Alumni, Graduating before May 2019

ALLOWED MAJORS

All Radio, Television, Media, Public Relations, Documentary/Film, Digital Communication, Advertising, Journalism, and Communication & Media Studies majors

WORK AUTHORIZATION REQUIREMENTS

US work authorization is required

Contact Information

Attachments (/jobs/2749343/attachments)

New Attachment (/jobs/2749343/attachments/new)
Posted to 8 Schools
<input checked="" type="radio"/> 1 approved posting
<input type="radio"/> 7 pending postings
<input type="radio"/> This job is live to students until June 17, 2019 at 2:10pm.
 Target More Schools (/jobs/2749343/edit?initial_page=3)

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Select a label...

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Social Media



Email (mailto:?)

subject=Check%20this%20out&body=Check%20out%20this%20job%20I%20found%20on%20Handshake%3A%0A%0DEmployer%3A%20E.%20W.%20Scripps%0A%0DJob%20Type%3Time%0A%0Dhttps%3A%2F%2Fapp.joinhandshake.com%2Fjobs%2F2749343)

Butler, Heidi

From: jobs@tvjobs.com
Sent: Thursday, May 23, 2019 2:17 PM
To: Butler, Heidi
Subject: TVJobs.com - Director III job posted

JOB POSTING NOTIFICATION FROM TVJOBS

The "Director III" position for KIVI was just posted in the Job Bank and is now available on-line ...

Station : KIVI
Position : Director III
Category : Production - Director
Database : Television
Job ID : TVJ#34349243
Posted : 5/23/2019
Expires : 6/23/2019
Status : Non-Registered Employer - New Job Listing
Ad Text :

Director III

The Director III is responsible for directing the station's newscasts from the news automated control room with a minimal amount of errors while supervising the crew. This position reports to a Production Manager.

Key Activities

- Assigned to daily newscasts as a director or technical director
- Works with show producers using newsroom computer system to create an integrated automated show rundown
- Directs control room crew for pre-production, studio shot planning and graphics integration
- Direct other shows, production shoots and special reports as assigned
- Assist with any studio setups including but not limited to lighting

Skills

Education & Experience/Certifications

- High school diploma or GED required. Bachelors in related discipline preferred.
- 3 years experience directing LIVE newscasts and 1 year experience with IGNITE automation strongly preferred.
- Must have previous multi-camera directing experience preferably in television news with control room automation.

Skills & Abilities

- Must have the ability to direct fast-pace rapidly changing productions for extended periods.
- Working knowledge of state-of-the-art video switchers and effects.
- Familiar with routers, video servers, audio consoles, robotic studio cameras, graphics systems and studio production equipment.
- Strong computer skills.
- Effective communication and people skills.

Must be able to work a flexible schedule.

Work Environment

Constant viewing of multiple video and computer monitors.
Flexible work hours required, including holidays, weekends, evenings and possible overtime hours.
Must be able to lift up to 75 lbs.

Additional Requirements

Must be able to lift up to 75 pounds.

Let us know you found this job at TVJobs.com

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Notes :

1. We recommend that you either save or print this page and provide the above Job ID number to a TVJobs administrator in any future correspondence concerning this ad.
2. We recommend that you print this page and include it with your EOE file for this position as confirmation that this job was posted for the above duration at TVJobs (https://urldefense.proofpoint.com/v2/url?u=http-3A__www.tvjobs.com&d=DwlBaQ&c=aLv4kG3eFBuAUFgZfQ07JQ&r=OvpHSYa_nxF6ReR6AEjEBK7198FybXGj-2QjsSLuNkl&m=F8VuJRpg_KdTURmuZxctd6wdGlm23pQ05ookDDmldnk&s=DpJm5Vwqlrlx0ltmCAaMRbMRWQiHv647z5OxOtwMXF4&e=)
3. We will send notification of pending expiration 5 days prior to the expiration date to enable you to extend the job, if necessary. Should you need this job extended, e-mail admin@tvjobs.com, supply reference number and amount of additional time needed. We are happy to extend the position for you.
4. If no extension is needed, the job will be automatically removed at 1 am PST on 6/23/2019.
5. If for any reason you need the listing removed early, e-mail admin@tvjobs.com, supply reference number and reason for removal.
6. If you would like to verify that the actual job listing is online, point your browser to:

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TIP! The above address is a good way to check on the status of this position. Keep this address where you can easily find it.

Thank you very much for posting your available positions at TVJobs.
If we can be of any further assistance, don't hesitate to ask.

Best Regards

Mark C. Holloway
Broadcast Employment Services
TVJobs
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>>manage your online jobs.<<

Director IV
JR022950

#3514412 Director

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Applicants

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Brigham Young University	0	Requested a few seconds ago	Pending	0	☰
Brigham Young University-Idaho	0	Requested a few seconds ago	Pending	0	☰
Carroll University	0	Requested a few seconds ago	Pending	0	☰
Central Michigan University	0	Approved a few seconds ago	Approved	0	☰
Chapman University	0	Requested a few seconds ago	Pending	0	☰
Colorado State University	0	Approved a few seconds ago	Approved	0	☰
Gonzaga University	0	Requested a few seconds ago	Pending	0	☰
Idaho State University	0	Requested a few seconds ago	Pending	0	☰
Northwest Nazarene University	0	Approved a few seconds ago	Approved	0	☰

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Director

[E. W. Scripps \(/employers/12564\)](#)

[Favorite Job](#)

About this Job

Primary Purpose

The Director IV will direct all assigned newscasts and assist producers in the preparation of newscasts. The Director IV will also supervise the Ignite production staff. Develop necessary coding for animation. Will also be responsible for developing and maintaining shortcuts and backup procedures.

Key Activities

- Direct or technical direct any assigned newscast with minimal amount of errors
- Supervise Ignite production staff
- Prepare studio for newscast
- Work with the producer before and during each newscast to create on-air product
- Suggest camera shots, graphics and other production elements
- Maintain a thorough knowledge of other equipment used in production of our newscasts
- Manage and maintain all aspects of automation, including coding and functions
- Develop and distribute backup procedures to all directors
- Assist in maintaining all broadcast equipment within control room
- Other duties as assigned

Skills

Education & Experience/Certifications

- High school diploma required. Bachelor's degree in related field preferred
- 1-3 years related experience required
- Previous supervisory experience preferred
- Extensive knowledge in all areas of video production
- Knowledge of newsroom computer systems
- In-depth knowledge of automation systems
- Knowledge of studio lighting board

Skills & Abilities

- Ability to formulate, block and direct newscasts
- Ability to supervise and evaluate Ignite Directors
- Must have the ability to direct fast-paced, rapidly changing productions for extended periods
- Working knowledge of state-of-the-art video switchers and effects
- Familiar with routers, video servers, audio consoles, robotic studio cameras, graphics systems and studio production equipment
- Good computer skills
- Effective communication and people skills

Work Environment

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Location

Nampa, Idaho, United States of America

Compensation

TYPE
Paid
PAY RATE
Not Specified
DURATION
Permanent

Company Details

COMPANY SIZE
5,000 - 10,000 employees
INDUSTRY
Journalism, Media & Publishing industry
COMPANY TYPE
Public company
HEADQUARTERS
312 Walnut St, Ste 2800, Cincinnati, OH 45202, USA
WEBSITE
<http://www.scripps.com>
SOCIAL MEDIA
<https://www.facebook.com/EWScrippsCo>
<https://twitter.com/EWScrippsCo>
<https://www.linkedin.com/company/the-e-w-scripps-company>

Employer Preferences

ALLOWED SCHOOL YEARS
Alumni, Graduating before January 2020
ALLOWED MAJORS
All Product Design/Packaging, Photography, Graphic Design, Visual & Performing Arts, Fine & Studio Arts, and Drama & Theatre Arts majors
WORK AUTHORIZATION REQUIREMENTS
US work authorization is required

Contact Information

CONTACTS
Heidi Butler

Attachments (/jobs/3514412/attachments)

New Attachment (/jobs/3514412/attachments/new)

Posted to 0 Schools

This job has not been to any schools, yet. Once you post this job to schools, a summary will be shown here.

[✎ Select Target Schools \(/jobs/3514412/edit?initial_page=3\)](/jobs/3514412/edit?initial_page=3)

Labels

No labels have been added.

Select a label...

Create New Label

 View & Add Notes

Tracking Code

No tracking code added

Social Media



Share

✉ Email (mailto:?)

subject=Check%20this%20out&body=Check%20out%20this%20job%20I%20found%20on%20Handshake%3A%0A%0DEmployer%3A%20E.%20W.%20Scripps%0A%0DJo
Time%0A%0Dhttps%3A%2F%2Fapp.joinhandshake.com%2Fjobs%2F3514412)

Jobs

Switch to drafts

director



Show inactive jobs: No

Date

Director II Part time at WKBW-TV Buffalo, NY

#JR022705 Buffalo, New York 01/30/2020

Director IV

#JR022950 Boise, Idaho 01/29/2020

Edit (/job/go/edit/JR022950)
 Repost (/en/job/repost/JR022950)

Job Board	Job Board	Expires	
AAJA - Asian American Journalists Association	01/29/2020	02/28/2020	
TVJobs.com	01/29/2020	02/28/2020	
Compliance - Local Diversity	01/30/2020	02/29/2020	
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Compliance_JOFDAV	01/30/2020	02/29/2020	
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Director of Audio Engineering - Stitcher

#JR022949 New York, New York 01/29/2020

Sr Director Sales-KGUN

#JR022436 Tucson, Arizona 01/29/2020

News Director, KRIS

#JR022430 Corpus Christi, Texas 01/27/2020

Technical Director - Newsy

#JR022423 Chicago, Illinois 01/26/2020

Director, Human Resources Business Partner - WXMI - Grand Rapids, MI


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PS

Director IV

Boise, ID - KIVI

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Posted Today

Full time

JR022950

Primary Purpose

The Director IV will direct all assigned newscasts and assist producers in the preparation of newscasts. The Director IV will also supervise the Ignite production staff. Develop necessary coding for animation. Will also be responsible for developing and maintaining shortcuts and backup procedures.

Key Activities

- Direct or technical direct any assigned newscast with minimal amount of errors
- Supervise Ignite production staff
- Prepare studio for newscast
- Work with the producer before and during each newscast to create on-air product
- Suggest camera shots, graphics and other production elements
- Maintain a thorough knowledge of other equipment used in production of our newscasts
- Manage and maintain all aspects of automation, including coding and functions
- Develop and distribute backup procedures to all directors
- Assist in maintaining all broadcast equipment within control room
- Other duties as assigned

Skills

Education & Experience/Certifications

About Us



[The E.W. Scripps Company](#) (NASDAQ: SSP) advances understanding of the world through journalism. As the nation's fourth-largest independent TV station owner, Scripps operates 60 television stations in 42 markets. Scripps empowers the next generation of news consumers with its multiplatform news network Newsy and reaches growing audiences through broadcast networks including Bounce and Court TV. Shaping the future of storytelling through digital audio, Scripps owns top podcast company Stitcher and Triton, the global leader in technology and measurement services. Scripps runs an award-winning investigative reporting newsroom in Washington, D.C., and is the longtime steward of the Scripps National Spelling Bee. Founded in 1878, Scripps has held for decades to the motto, "Give light and the people will find their own way."

- High school diploma required. Bachelor's degree in related field preferred
- 1-3 years related experience required
- Previous supervisory experience preferred
- Extensive knowledge in all areas of video production
- Knowledge of newsroom computer systems
- In-depth knowledge of automation systems
- Knowledge of studio lighting board

Skills & Abilities

- Ability to formulate, block and direct newscasts
- Ability to supervise and evaluate Ignite Directors
- Must have the ability to direct fast-paced, rapidly changing productions for extended periods
- Working knowledge of state-of-the-art video switchers and effects
- Familiar with routers, video servers, audio consoles, robotic studio cameras, graphics systems and studio production equipment
- Good computer skills
- Effective communication and people skills

Work Environment

- Constant viewing of multiple video and computer monitors.
- Flexible work hours required, including holidays, weekends, evenings and possible overtime hours.
- Must be able to lift up to 75 lbs.

Additional Requirements

- Must be able to lift up to 75 pounds.

About Scripps

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national origin, and military membership or veteran status, or on any other basis which would be in violation of any applicable federal, state or local law. Furthermore, the company will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship for the company.

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Butler, Heidi

From: Butler, Heidi
Sent: Wednesday, January 29, 2020 8:11 AM
To: kwitkoe@batestech.edu; bille@michaelsmedia.com; CWI; Butler, Heidi; ISBA (isba@idahobroadcasters.org); Morales, Kristina; SNHU; TV Jobs.com ; UNT - Phyllis Slocum
Subject: Full Time Director

KIVI TV has a fulltime Director position available in Nampa – please have applicants apply online at: https://scripps.wd5.myworkdayjobs.com/en-US/Scripps_Careers/job/Boise-ID---KIVI/Director-IV_JR022950-1

- **Director**
- **Primary Purpose**

The Director IV will direct all assigned newscasts and assist producers in the preparation of newscasts. The Director IV will also supervise the Ignite production staff. Develop necessary coding for animation. Will also be responsible for developing and maintaining shortcuts and backup procedures.

Key Activities

- Direct or technical direct any assigned newscast with minimal amount of errors
- Supervise Ignite production staff
- Prepare studio for newscast
- Work with the producer before and during each newscast to create on-air product
- Suggest camera shots, graphics and other production elements
- Maintain a thorough knowledge of other equipment used in production of our newscasts
- Manage and maintain all aspects of automation, including coding and functions
- Develop and distribute backup procedures to all directors
- Assist in maintaining all broadcast equipment within control room
- Other duties as assigned

Skills

Education & Experience/Certifications

- High school diploma required. Bachelor's degree in related field preferred
- 1-3 years related experience required
- Previous supervisory experience preferred
- Extensive knowledge in all areas of video production
- Knowledge of newsroom computer systems
- In-depth knowledge of automation systems
- Knowledge of studio lighting board

Skills & Abilities

- Ability to formulate, block and direct newscasts
- Ability to supervise and evaluate Ignite Directors
- Must have the ability to direct fast-paced, rapidly changing productions for extended periods
- Working knowledge of state-of-the-art video switchers and effects
- Familiar with routers, video servers, audio consoles, robotic studio cameras, graphics systems and studio production equipment
- Good computer skills
- Effective communication and people skills

Work Environment

- Constant viewing of multiple video and computer monitors.
- Flexible work hours required, including holidays, weekends, evenings and possible overtime hours.
- Must be able to lift up to 75 lbs.

Additional Requirements

- Must be able to lift up to 75 pounds.

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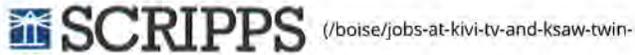
Heidi Butler, HRBP - Boise Market

208-381-6603 (office)

208-590-9648 (cell)

866-397-1214 (Workday and Payroll Help)

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 Full Time
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Director - KIVI TV

Primary Purpose

The Director will direct all assigned newscasts and assist producers in the preparation of newscasts. The Director IV will also supervise the Ignite production staff. Develop necessary coding for animation. Will also be responsible for developing and maintaining shortcuts and backup procedures.

Key Activities

Direct or technical direct any assigned newscast with minimal amount of errors

Education & Experience/Certifications

Skills & Abilities

Work Environment

Constant viewing of multiple video and computer monitors.

Additional Requirements

About Scripps

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- Supervise Ignite production staff
- Prepare studio for newscast

- Work with the producer before and during each newscast to create on-air product
- Suggest camera shots, graphics and other production elements
- Maintain a thorough knowledge of other equipment used in production of our newscasts
- Manage and maintain all aspects of automation, including coding and functions
- Develop and distribute backup procedures to all directors
- Assist in maintaining all broadcast equipment within control room
- Other duties as assigned
- High school diploma required. Bachelor's degree in related field preferred
- 1-3 years related experience required
- Previous supervisory experience preferred
- Extensive knowledge in all areas of video production
- Knowledge of newsroom computer systems
- In-depth knowledge of automation systems
- Knowledge of studio lighting board
- Ability to formulate, block and direct newscasts
- Ability to supervise and evaluate Ignite Directors
- Must have the ability to direct fast-paced, rapidly changing productions for extended periods
- Working knowledge of state-of-the-art video switchers and effects
- Familiar with routers, video servers, audio consoles, robotic studio cameras, graphics systems and studio production equipment
- Good computer skills
- Effective communication and people skills
- Flexible work hours required, including holidays, weekends, evenings and possible overtime hours.
- Must be able to lift up to 75 lbs.
- Must be able to lift up to 75 pounds.
- Apply
 - ◦

Apply Now! (https://scripps.wd5.myworkdayjobs.com/en-US/Scripps_Careers/job/Boise-ID---KIVI/Director-IV_JR022950-1)

Visit <http://www.scripps.com/>  (<http://www.scripps.com/>) to learn more about **KIVI-TV and KSAW Twin Falls, ID.**

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General Sales Manager

JR023217

Barker, Jennifer

From: Morales, Kristina
Sent: Monday, March 16, 2020 1:00 PM
To: kwitkoe@batestech.edu; bille@michaelsmedia.com; CWI; ISBA (isba@idahobroadcasters.org); SNHU; TV Jobs.com ; UNT - Phyllis Slocum
Cc: Barker, Jennifer; Butler, Heidi
Subject: Full-time Position Available - Nampa, ID

Good afternoon. For your information, we have the following full-time position available. Applicants should apply online at: https://scripps.wd5.myworkdayjobs.com/en-US/Scripps_Careers/job/Boise-ID---KIVI/General-Sales-Manager-KIVI---KSAW_JR023217-1

General Sales Manager-KIVI , KSAW

Primary Purpose

The General Sales Manager is responsible for leading the local sales team and ensuring that the direction of the station's sales strategy is achieved. You will be responsible for managing both KIVI in Boise and KSAW in Twin Falls.

Key Activities

- Organize and direct local sales department.
- Negotiate ratings, rates and budgets.
- Manage the sale of advertising time to clients/agencies, involving local travel and national travel. Meet with clients and advertisers to maintain high visibility in the community.
- Manage non-traditional revenue and new business projects and maximizing all station platforms including but not limited to broadcast, digital and mobile.
- Assist GM/DOS in building linear and digital budgets for the local media business unit.
- Assist the GM/DOS in training, development and motivation of local sales team.
- Manage the local sales team. Hire, develop and promote individuals with skills that complement or exceed existing talents to achieve goals and advance the sales organization. Foster a culture of ownership and excellence.
- Implement new business plans, sales projects, and strategic plans for sales.
- Oversee accounts receivable and credit policies.
- Understand and interface with traffic system and personnel to efficiently manage air time inventory. Approve all local sales orders.
- Establish local market value and position of the station
 - Know the strengths and weaknesses of competing stations and mediums.
 - Maintain integrity in all business dealings.
- Work with GM/DOS to accomplish the sales objectives of this station.
- Perform other duties as needed and directed by GM/DOS.

Skills

Education & Experience/Certifications

- Bachelor's degree in business or related field required.
- 8+ years of progressive management responsibility in media and integrated sales preferred.

Skills & Abilities

- Advanced oral and written communication skills
- Effective in a variety of formal presentation settings both inside and outside the organization
- Proven and effective leadership skills; fosters open dialogue, empowers others, addresses conflict quickly and directly
- Advanced computer skills including Microsoft Office
- Proven ability to manage multiple tasks in a fast-paced environment

Additional Requirements

- Valid driver's license and good driving record required. In addition, proof of insurance and liability coverage may be required.

About Scripps

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Kristina Morales | Administrative Assistant III

to Ken Ritchie, General Manager

Scripps Media, Inc. | KIVI/KSAW

1866 E. Chisholm Dr., Nampa, ID 83687

Ph: (208) 381-6630 | Fax: (208) 381-6682



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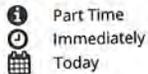
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General Sales Manager-KIVI , KSAW - Boise, ID #JR023217

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Key Activities

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- Manage non-traditional revenue and new business projects and maximizing all station platforms including but not limited to broadcast, digital and mobile.
- Assist GM/DOS in building linear and digital budgets for the local media business unit.
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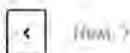
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Headquarters
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Division
Boise Market

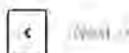
We are a company rich in media history while staying focused on the future. Scripps is one of the nation's largest independent TV station owners. Our 33 television stations and 34 radio stations are vibrant businesses. From this position of strength, we are working to stay ahead of the ways in which people use technology to find news and information.

But no matter what platform we use, we will always ascribe to our longtime motto: Give light and the people will find their own way.

At Scripps your career opportunities are as endless as your imagination and initiative. Our goal is to hire the best, to spark your passion for the job, and then to nourish your career with tools that will help you to learn and to excel.

Scripps is a place of action and energy, where entrepreneurship and innovation are rewarded. Here, we encourage the hearts of our employees to relish our victories and learn from our failures. We are not just running a business; we are continuing a

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General Sales Manager-KIVI , KSAW

- Boise, ID - KIVI
- Twin Falls, ID - KSAW

Apply

Posted 9 Days Ago

Full time

JR023217

About Us



Primary Purpose

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General Sales Manager-KIVI , KSAW
#JR023217 Boise, Idaho 03/03/2020

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General Sales Manager-KIVI , KSAW

Requisition No.: JR023217

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Compliance_JOFDAV	03/04/2020	04/03/2020	<input type="button" value="Delete"/>
Compliance_recruitABILITY	03/04/2020	04/03/2020	<input type="button" value="Delete"/>
Compliance_USDiversity	03/04/2020	04/03/2020	<input type="button" value="Delete"/>

Multimedia Journalist

JR022175



Broadcast Employment Services

 **KIVI (ABC) Nampa, Idaho**

Position Multimedia Journalist
Reference # TVJ#34357890
Type Television
Full / Part Full Time - Regular
Experience See Ad
Posted 12/5/2019
Closes 1/5/2020
Time Left 17 Days
DMA #102
Found In News / Talent - Reporter
 News / Talent - Multi-Media Journalist



Multimedia Journalist

Primary Purpose

The Multimedia journalist is responsible for researching, writing, capturing visual content and editing stories for multiple platforms.

Key Activities

- Receives assignment or evaluates news leads and news tips to develop story ideas.
- Gathers and verifies factual information regarding stories through interview, observation, and research.
- Organizes material, determines slant or emphasis, and writes story according to prescribed editorial style and format standards.
- Shoots video and still photos to illustrate stories.
- Edits, or assists in editing, videos for all multimedia platforms.
- Appears on television program when conducting taped interview or narration
- Gives live reports from site of event or mobile broadcast unit.
- Work cooperatively with photographer assigned to story, if one is assigned.
- Assist news producer in preparing newscast.
- Assist online staff in preparing for multi media stories.
- Report, write, capture quality visual content, edit and

 Supplemental Information

Salary Type
Salary Range
Starting Salary / Year
Starting Salary / Hour
Job Type Full Time - Regular
Hours
Workweek
Scheduled on Holidays
Start Date
Probation Period
Benefits
Benefit Premium
401K Plan
Vacation
Paid Sick Leave
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Résumé
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Tape Format
Tape Return
Director's Track
FAX Résumé No
TVJobs.com E-Résumé
Degree Required
Contract Required
Contract Length
Special Requirements

produce stories for multiple platforms on deadline, such as Internet and digital channels.

Skills

Education & Experience/Certifications

- Bachelors degree in broadcast journalism or related degree or equivalent years of experience
- Minimum of two years of experience

Skills & Abilities

- Computer literacy required, including newsroom computer systems.
- Videography and non-linear editing experience preferred.
- Knowledge of broadcast quality camera equipment.
- Edit video on Final Cut Pro editing systems, or similar equipment.
- Strong broadcast and AP style writing skills.
- Proficient at posting content to various websites.
- Self-motivated and able to work in a fast-paced deadline-driven environment.

Work Environment

- Must be able to lift up to 75 pounds.

Additional Requirements

- Must be able to lift up to 75 pounds.
- Valid driver's license and good driving record required. In addition, proof of insurance and liability coverage may be required.

Contact: Heidi.Butler@scripps.com

When responding to this job ad, please mention you saw it listed at TVJobs.com

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Driver's License

Insurance

Good Driving Record

Heavy Lifting

Previous Applicants

Local Apartment Rental

Moving Expenses

Union Position

Union Contract Expires

Confirmation Letter

Rejection Letter

Feedback

Drug Screen

Proof of Eligibility to work in U.S. Required

Equal Opportunity Employment Yes

EOE Data Form Yes

#3345621 Multimedia Journalist

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School	Applications	Last Update	Status	Comments
Boise State University	0	Approved a few seconds ago	Approved	0
Brigham Young University	0	Requested 4 minutes ago	Pending	0
Brigham Young University-Idaho	0	Requested 4 minutes ago	Pending	0
Carroll University	0	Requested 4 minutes ago	Pending	0
Central Michigan University	0	Approved 4 minutes ago	Approved	0
Chapman University	0	Requested 4 minutes ago	Pending	0
Colorado State University	0	Requested 4 minutes ago	Pending	0
Gonzaga University	0	Requested 4 minutes ago	Pending	0
Idaho State University	0	Requested 4 minutes ago	Pending	0
Northwest Nazarene University	0	Approved 4 minutes ago	Approved	0

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Multimedia Journalist

[E. W. Scripps \(/employers/12564\)](/employers/12564)
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About this Job

Primary Purpose - Multimedia Journalist

The Multimedia Journalist is responsible for researching, writing, capturing visual content and editing stories for multiple platforms.

Key Activities

- Receives assignment or evaluates news leads and news tips to develop story ideas.
- Gathers and verifies factual information regarding stories through interview, observation, and research.
- Organizes material, determines slant or emphasis, and writes story according to prescribed editorial style and format standards.
- Shoots video and still photos to illustrate stories.

- Edits, or assists in editing, videos for all multimedia platforms.
- Appears on television program when conducting taped interview or narration
- Gives live reports from site of event or mobile broadcast unit.
- Work cooperatively with photographer assigned to story, if one is assigned.
- Assist news producer in preparing newscast.
- Assist online staff in preparing for multi media stories.
- Report, write, capture quality visual content, edit and produce stories for multiple platforms on deadline, such as Internet and digital channels.

Skills

Education & Experience/Certifications

- Bachelors degree in broadcast journalism or related degree or equivalent years of experience
- Minimum of two years of experience

Skills & Abilities

- Computer literacy required, including newsroom computer systems.
- Videography and non-linear editing experience preferred.
- Knowledge of broadcast quality camera equipment.
- Edit video on Final Cut Pro editing systems, or similar equipment.
- Strong broadcast and AP style writing skills.
- Proficient at posting content to various websites.
- Self-motivated and able to work in a fast-paced deadline-driven environment.

Work Environment

- Must be able to lift up to 75 pounds.

Additional Requirements

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About Scripps

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As an equal employment opportunity employer, The E.W. Scripps Company and its affiliates do not discriminate in its employment decisions on the basis on race, sex, sexual orientation, gender, color, religion, age, genetic information, medical condition, disability, marital status, citizenship or national origin, and military membership or veteran status, or on any other basis which would be in violation of any applicable federal, state or local law. Furthermore, the company will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship for the company.

About E. W. Scripps

Give light and the people will find their own way.

We are a company rich in media history while staying focused on the future. Scripps is one of the nation's largest independent TV station owners. Our 33 television stations and 34 radio stations are vibrant businesses. From this position of strength, we are working to stay ahead of the ways in which people use technology to find news and information.

But no matter what platform we use, we will always ascribe to our longtime motto: Give light and the people will find their own way.

At Scripps your career opportunities are as endless as your imagination and initiative. Our goal is to hire the best, to spark your passion for the job, and then to nourish your career with tools that will help you to learn and to excel.

Scripps is a place of action and energy, where entrepreneurship and innovation are rewarded. Here, we encourage the hearts of our employees to relish our victories and learn from our failures. We are not just running a business; we are continuing a tradition of respect, compassion and excellence that serves our employees and our communities well.

Location

Nampa, Idaho, United States of America

Compensation

TYPE
Paid
PAY RATE
Not Specified
DURATION
Permanent

Company Details

COMPANY SIZE
5,000 - 10,000 employees
INDUSTRY
Journalism, Media & Publishing industry
COMPANY TYPE
Public company
HEADQUARTERS
312 Walnut St, Ste 2800, Cincinnati, OH 45202, USA
WEBSITE
<http://www.scripps.com>
SOCIAL MEDIA
<https://www.facebook.com/EWScrippsCo>
<https://twitter.com/EWScrippsCo>
<https://www.linkedin.com/company/the-e-w-scripps-company>

Employer Preferences

ALLOWED SCHOOL YEARS
Senior, Masters of Business Administration, Alumni, Graduating before March 2015
ALLOWED MAJORS
All Radio, Television, Media, Public Relations, Documentary/Film, Digital Communication, Advertising, Journalism, and Communication & Media Studies majors
WORK AUTHORIZATION REQUIREMENTS
US work authorization is required

Contact Information

CONTACTS
Heidi Butler

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[New Attachment \(/jobs/3345621/attachments/new\)](/jobs/3345621/attachments/new)

Posted to 27 Schools

- 4 approved postings
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This job is live to students until February 28, 2020 at 9:15am.

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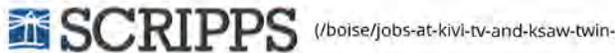
No tracking code added

Social Media

 Share

 Email (mailto:?)

subject=Check%20this%20out&body=Check%20out%20this%20job%20I%20found%20on%20Handshake%3A%0A%0DEmployer%3A%20E.%20W.%20Scripps%0A%0DJo
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falls-id/290425/)

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Multimedia Journalist - KIVI TV Boise

Multimedia Journalist

Primary Purpose

The Multimedia journalist is responsible for researching, writing, capturing visual content and editing stories for multiple platforms.

Key Activities

- Receives assignment or evaluates news leads and news tips to develop story ideas.
- Gathers and verifies factual information regarding stories through the interview, observation, and research.
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- Shoots video and still photos to illustrate stories.
- Edits, or assists in editing, videos for all multimedia platforms.
- Appears on television program when conducting taped interview or narration
- Gives live reports from the site of the event or mobile broadcast unit.
- Work cooperatively with the photographer assigned to story, if one is assigned.
- Assist news producer in preparing newscast.
- Assist online staff in preparing for multimedia stories.
- Report, write, capture quality visual content, edit and produce stories for multiple platforms on deadlines, such as the Internet and digital channels.

Skills

Education & Experience/Certifications

- Bachelors degree in broadcast journalism or related degree or equivalent years of experience
- Minimum of two years of experience

Skills & Abilities

- Computer literacy required, including newsroom computer systems.
- Videography and non-linear editing experience preferred.
- Knowledge of broadcast quality camera equipment.
- Edit video on Final Cut Pro editing systems, or similar equipment.
- Strong broadcast and AP style writing skills.
- Proficient at posting content to various websites.
- Self-motivated and able to work in a fast-paced deadline-driven environment.

Work Environment

- Must be able to lift up to 75 pounds.

Additional Requirements

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Apply Now! (https://scripps.wd5.myworkdayjobs.com/Scripps_Careers/job/Boise-ID---KIVI/Multimedia-Journalist_JR022445-1)

Visit <http://www.scripps.com/> (<http://www.scripps.com/>) to learn more about **KIVI-TV and KSAW Twin Falls, ID.**

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Butler, Heidi

From: Butler, Heidi
Sent: Monday, December 2, 2019 2:33 PM
To: kwitkoe@batestech.edu; bille@michaelsmedia.com; CWI; Butler, Heidi; ISBA (isba@idahobroadcasters.org); Morales, Kristina; SNHU; TV Jobs.com ; UNT - Phyllis Slocum
Subject: Full time Multimedia Journalist - position available in Nampa, ID

KIVI-TV has the following full time position available:

Multimedia Journalist Primary Purpose

The Multimedia journalist is responsible for researching, writing, capturing visual content and editing stories for multiple platforms.

Key Activities

- Receives assignment or evaluates news leads and news tips to develop story ideas.
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- Report, write, capture quality visual content, edit and produce stories for multiple platforms on deadline, such as Internet and digital channels.

Skills

Education & Experience/Certifications

- Bachelors degree in broadcast journalism or related degree or equivalent years of experience
- Minimum of two years of experience

Skills & Abilities

- Computer literacy required, including newsroom computer systems.
- Videography and non-linear editing experience preferred.
- Knowledge of broadcast quality camera equipment.
- Edit video on Final Cut Pro editing systems, or similar equipment.
- Strong broadcast and AP style writing skills.
- Proficient at posting content to various websites.
- Self-motivated and able to work in a fast-paced deadline-driven environment.

Work Environment

- Must be able to lift up to 75 pounds.

Additional Requirements

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All candidates should apply online:

https://scripps.wd5.myworkdayjobs.com/Scripps_Careers/job/Boise-ID---KIVI/Multimedia-Journalist_JR022445-1

Heidi Butler, HRBP - Boise Market

208-381-6603 (office)

208-590-9648 (cell)

866-397-1214 (Workday and Payroll Help)

855-376-7996 (Benefits Help)

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Multimedia Journalist - KIVI-TV

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Boise, Idaho

12/25/2019

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12/25/2019

01/24/2020



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 Veteran Wanted



Multimedia Journalist/ Anchor at The E.W. Scripps
Co.
Boise, ID

About the Job

Primary Purpose

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- Assist news producer in preparing newscast.
- Assist online staff in preparing for multi media stories.
- Report, write, capture quality visual content, edit and produce stories for multiple platforms on deadline, such as Internet and digital channels.
- Anchor or Co-anchor the newscast, when scheduled
- Perform various community service activities for station, including performing as master of ceremonies for public service events and as host/hostess for station events

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Skills

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Education & Experience/Certifications

- Bachelors degree in broadcast journalism or related degree or equivalent years of experience
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Skills & Abilities

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News Producer, KIVI Promoted

The E.W. Scripps Company
Boise, ID, US

 35 connections work here

1 week ago · 0 applicants



Dir, HR Business Partner Promoted

The E.W. Scripps Company
Boise, ID, US

 35 connections work here

3 weeks ago



Studio Tech I Promoted

The E.W. Scripps Company
Boise, ID, US

 3 alumni work here

4 weeks ago · 4 applicants



Dir., Human Resources Business Partner Promoted

The E.W. Scripps Company
Corpus Christi, TX, US

 35 connections work here

3 weeks ago



Multimedia Journalist/ Anchor Promoted

The E.W. Scripps Company
Boise, ID, US

 35 connections work here

1 week ago · 8 applicants



Director, Human Resources Business Partner - WPIX - New York City

The E.W. Scripps Company
New York City, NY, US

 35 connections work here



SCRIPPS

Multimedia Journalist/ Anchor  

The E.W. Scripps Company · Boise, ID, US

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Job

- 8 applicants
- Entry level

Company

- 1,001-5,000 employees
- Media Production

Connections

-  35 connections
-  3 alumni

Primary Purpose

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