

**KTVB, KTFT-LD**  
**EEO PUBLIC FILE REPORT**  
**May 21, 2019 - May 20, 2020**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Production Assistant	1, 3-10, 12, 16, 18-24, 27-30, 32-33, 36, 40, 42-49, 52	16
Photojournalist	1, 3-10, 12, 16, 18-22, 27-30, 32-33, 36, 39-40, 42-44, 46-49, 52	10
News Producer	1, 3-10, 12, 15-22, 27-30, 32-33, 36, 40 -44, 46-49, 52	17
Digital Sales Specialist	1, 3-10, 12, 14, 16, 18-22, 26-30, 32- 33, 36, 40, 42-44, 46-49, 52	26
Account Executive - 007000	1, 3-9, 11-12, 16, 18-23, 27-30, 32-33, 36, 38, 40, 42-44, 46-49, 52	16
Account Executive - 007000	1, 3-9, 11-12, 16, 18-23, 27-30, 32-33, 36, 38, 40, 42-44, 46-49, 52	16
Reporter/MSJ	1, 3-9, 12, 18-22, 27-30, 32-33, 36, 40, 42-49, 52	49
News Photographer	1, 3-10, 13, 16, 18, 21, 30, 32, 36, 48- 49, 52	16
News Photographer	1, 3-10, 13, 16, 18, 21, 30, 32, 36, 48- 49, 52	10
Content Discovery Editor	1-9, 18, 21, 25, 30-32, 34-37, 45, 48-52	45
Production Assistant	1, 3-10, 16, 18, 21, 23, 30, 32, 36, 45, 48-49, 52	10
Digital Sales Assistant	1, 3-9, 16, 18, 21, 30, 32, 36, 48-49, 52	16
Multi-Platform Producer	1, 3-9, 16, 18, 21, 30, 32, 36, 45, 48-49, 52	45
Sales Assistant - National Desk	1, 3-9, 16, 18, 21, 23, 30, 32, 36, 48-49, 52	23

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Boise State University Career Center Boise, Idaho 83725 Phone : 208-426-1747 Url : <a href="http://www.boisestate.edu">http://www.boisestate.edu</a> Email : <a href="mailto:career@boisestate.edu">career@boisestate.edu</a> Job Listings	N	0
2	Boise State University, COBE 1910 W University Dr, Boise, Idaho 83725 Email : <a href="mailto:cobecareer@boisestate.edu">cobecareer@boisestate.edu</a> Career Coordinator	N	0
3	BYU-Idaho 230 Kimball Building Rexburg, Idaho 83460 Phone : 208-496-2750 Url : <a href="http://www.byui.edu">http://www.byui.edu</a> Email : <a href="mailto:careernavigator@byui.edu">careernavigator@byui.edu</a> Job Listings	N	0
4	BYU-Utah Brigham Young University 2410 WSC Provo, Utah 84602 Phone : 801-422-6933 Url : <a href="http://www.byu.edu">http://www.byu.edu</a> Email : <a href="mailto:scott_greenhalgh@byu.edu">scott_greenhalgh@byu.edu</a> Scott Greenhalgh	N	0
5	Career Builder 200 N LaSalle Ste 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Career Service Manual Posting	N	0
6	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	College of Southern Idaho 315 Falls Avenue Twin Falls, Idaho 83301-3389 Phone : 208-732-6306 Url : <a href="http://career.csi.edu/careerCenter/index.asp">http://career.csi.edu/careerCenter/index.asp</a> Email : <a href="mailto:molson@csi.edu">molson@csi.edu</a> Fax : 1-208-736-4705 Merry Olson	N	0
8	College of Western Idaho 6056 Birch Lane, Suite 101 Nampa, Idaho 83687 Phone : 208-562-3287 Email : <a href="mailto:hr@cwidaho.cc">hr@cwidaho.cc</a> Human Resources	N	0
9	Columbia University Graduate School of Journalist 2950 Broadway New York, New York 10027 Phone : 212-584-4422 Url : <a href="http://www.journalism.columbia.edu/">http://www.journalism.columbia.edu/</a> Email : <a href="mailto:cujcareers@columbia.edu">cujcareers@columbia.edu</a> Job Listings	N	0
10	Corporate Office	N	9
11	Corporate Recruiter	N	1
12	Craigslist Boise 1381 9th Avenue San Francisco, California 94122 Phone : 415-566-6394 Url : <a href="http://www.boise.craigslist.org">http://www.boise.craigslist.org</a> Job Listings Manual Posting	N	0
13	Current Employee/Internal Promotion	N	1
14	Did not indicate (Source Unknown)	N	1
15	Drop In	N	1
16	Employee Referral	N	13
17	Former Employee Referral	N	1

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18	Glassdoor PO Box 900 Sausalito, California 94966 Url : <a href="http://www.glassdoor.com">www.glassdoor.com</a> Career Service Manual Posting	N	0
19	Global Talent Idaho 1607 W. Jefferson St Boise, Idaho 83702 Phone : 208) 336-6722 Career Service Manual Posting	N	0
20	Idaho Press-Tribune 1618 N. Midland Blvd. Nampa, Idaho 83652 Phone : 208.467.9253 Url : <a href="http://www.idahopress.com/careers/">http://www.idahopress.com/careers/</a> Talent Associate Manual Posting	N	0
21	Idaho State University Stop 8108 Pocatello, Idaho 83209 Phone : 208-282-2380 Url : <a href="http://www.isu.edu">http://www.isu.edu</a> Email : <a href="mailto:careers@isu.edu">careers@isu.edu</a> Tracie Mariani	N	0
22	Indeed.com 7501 N. Capital of Texas Hwy Building B Austin, Texas 78731 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Job Listing Manual Posting	N	0
23	Indeed.com	N	6
24	Indeed.com - Not Directly Contacted by SEU	N	1
25	ITT Technical Institute 12302 West Explorer Drive Boise, Idaho 83713 Phone : 208-322-8844 Url : <a href="http://www.itt-tech.edu/idaho">http://www.itt-tech.edu/idaho</a> Email : <a href="mailto:wwhited@itt-tech.edu">wwhited@itt-tech.edu</a> Neil Whited	N	0

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### II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Job posting on internet	N	1
27	Journalismjobs.com 72 Plaza Drive, 2nd Floor Berkeley, California 94705 Phone : 510-508-7386 Dan Rohn Manual Posting	N	0
28	Juju juju.com New York, New York Url : www.juju.com Online Online Manual Posting	N	0
29	KTVB.com 5407 West Fairview Avenue Boise, Idaho 83706 Phone : 208-375-7277 Url : http://www.ktvb.com Human Resources Manual Posting	N	0
30	Lewis-Clark State College 500 8th Avenue Reid Hall Room 110 Lewiston, Idaho 83501 Phone : 208-792-5272 Url : http://www.lcsc.edu Email : casws@lcsc.edu Job Listings	N	0
31	Linked In	N	1
32	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Adrienne Laurent	N	0
33	Monster.com 622 Third Avenue 39th Floor New York, New York 10017 Phone : 800-666-7837 Url : http://www.monster.com Job Listing Manual Posting	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
34	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5428 Url : <a href="http://www.nabef.org">http://www.nabef.org</a> Email : <a href="mailto:itilghman@nab.org">itilghman@nab.org</a> Isabelle Tilghman	N	0
35	National Association of Hispanic Journalists 1000 National Press Bldg 529 14th Street NW Washington, District of Columbia 20045 Phone : 202-662-8901 Url : <a href="http://www.nahj.org">http://www.nahj.org</a> Email : <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a> Job Listings	N	0
36	National Black MBA Association Inc 400 West Peach St NW Ste 203 Atlanta, Georgia 30308 Phone : 4042605444 Url : <a href="https://nbmbaa.org/contact-simple/">https://nbmbaa.org/contact-simple/</a> Career Service Manual Posting	N	0
37	Native American Journalists Association 395 West Lindsey Norman, Oklahoma 73019 Phone : 405-325-9008 Url : <a href="http://www.naja.com">http://www.naja.com</a> Email : <a href="mailto:info@naja.com">info@naja.com</a> Job Listings	N	0
38	Non-Employee Referral	N	1
39	None indicated (Source Unknown)	N	1
40	Northwest Nazarene University 623 S. University Blvd. Nampa, Idaho 83686 Phone : 208-467-8011 Email : <a href="mailto:career@nnu.edu">career@nnu.edu</a> Sherry Hartman	N	0
41	Other Source	N	1

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42	Radio Television Digital News Association (RTDNA) 529 14th Street NW Ste. 1240 Washington, District of Columbia 20045 Phone : 202-725-8318 Url : <a href="http://www.rtdna.org">http://www.rtdna.org</a> Katie Switchenko Manual Posting	N	0
43	SimplyHired 370 San Aleso Ave. #200 Sunnyvale, California 94085 Url : <a href="http://www.simplyhired.com">www.simplyhired.com</a> Career Service Career Service Manual Posting	N	0
44	Sportscasters Talent Agency of America 123 fake address new york, New York 10001 Phone : (949) 648-7822 John Chelesnik Manual Posting	N	0
45	Station Website	N	6
46	TEGNA Jobs Website 7950 Jones Branch Drive McLean, Virginia 22107 Phone : 703-854-7000 Url : <a href="http://www.TEGNA.com">http://www.TEGNA.com</a> Virgil Smith Manual Posting	N	0
47	The Society of Broadcast Engineers 9102 North Meridian Street Ste. 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : <a href="http://www.sbe.org">http://www.sbe.org</a> K Jones Manual Posting	N	0
48	TV Jobs P.O Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a> Mark Halloway	N	0

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49	Twitter 1355 Market Street San Francisco, California Customer Service Manual Posting	N	1
50	University of Idaho P.O. Box 442534 Moscow, Idaho 83844 Phone : 208-885-6121 Url : <a href="http://www.uidaho.edu">http://www.uidaho.edu</a> Email : <a href="mailto:nkinyon@uidaho.edu">nkinyon@uidaho.edu</a> Noell Kinyon	N	0
51	University of Oregon/School of Journalism 1275 University of Oregon Eugene, Oregon 97403 Phone : 541-346-2171 Url : <a href="https://uoregon.edu">https://uoregon.edu</a> Email : <a href="mailto:internships@jcomm.uoregon.edu">internships@jcomm.uoregon.edu</a> Rachel Allen	N	0
52	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>46</b>



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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	6/24/2019	Establishment of training programs for station personnel	Attended the TEGNA Content Summit. Discussed topics such as content transformation, community engagement, digital, broadcast, and marketing practices.	4	President and GM Director of Content Director of Marketing Managing Editor, Digital
2	10/3/2019	Participation in events sponsored by community groups	Attended The American Advertising Federation Western Region Leadership Conference which present sales & marketing networking opportunities. Presented "Best Idea" for club revenue generation and participated in round table discussions for problem solving and growth plans.	1	Account Executive
3	10/9/2019	Participation in events or programs sponsored by educational institutions	Spoke to a group of seniors at Boise State University Communications department about a career in TV after graduation from BSU, including a career at KTVB, changes and trends in the industry, opportunities at KTVB and within TEGNA.	1	Marketing Director
4	10/19/2019	Participation in events or programs sponsored by educational institutions	Spoke to seniors at College of Western Idaho who are taking a writing class for TV & Radio. Discussed different writing styles, headlines and how to write scripts, giving them advice on how to make them more interesting and compelling.	1	Multi-Platform Producer
5	10/24/2019	Participation in events or programs sponsored by educational institutions	Spoke to Riverstone International Private School 5th grade classes studying the role of media and perspectives in media coverage. Spoke about being an anchor/reporter on an average day, how to decide what makes the newscast, and how to cover stories. Also discussed how to watch the news with a critical eye on the perspective and agenda of the person being interviewed.	1	Anchor
6	10/29/2019	Participation in events or programs sponsored by educational institutions	Attended Boise Schools Video Graphics Committee event providing recommendations on video equipment, software and production techniques to help prepare students for college and careers in the media industry.	1	Director of Technology & Operations

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
7	11/1/2019	Participation in events sponsored by community groups	Attended a Boise Exchange Club weekly event discussing a career in broadcast meteorology and gave some background on the forecasting process.	1	Anchor/Weather
8	11/13/2019	Participation in events or programs sponsored by educational institutions	Spoke to Barbara Morgan STEM Academy 4th & 5th graders about a career as a broadcast meteorologist and why STEM subjects are so important. Also discussed the forecasting process, different types of weather, and they got a virtual tour of KTVB studios.	1	Anchor/Weather
9	12/3/2019	Participation in events sponsored by community groups	Attended GM Summit of broadcast general managers. Discussing business strategies, content, sales, marketing, and community services.	1	President and GM
10	1/17/2020	Participation in events or programs sponsored by educational institutions	Spoke to South Junior High broadcast class of 8th and 9th grade students that work each week to produce a show that is seen throughout the school. Students shoot and edit video packages that are combined to create what is called Bobcat Weekly. The students had a chance to watch a live newscast in the studio and see how a control room operates. They were able to ask questions to anchors, reporters, producers, director, and studio operator about their job and what they studied in college.	1	Photojournalist
11	2/12/2020	Establishment of training programs for station personnel	Provided TEGNA Disinformation training to the newsroom. Disinformation training teaches all newsroom personnel why it's important to verify information in the age of disinformation and misinformation which spreads easily and quickly on the internet.	50	Managing Editor of Content
12	2/20/2020	Participation in events or programs sponsored by educational institutions	Spoke to Andrus Elementary 5th grade gifted and talented class about Freedom of the Press, Bill of Rights, and protecting against disinformation.	1	President and General Manager

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13	2/25/2020	Participation in events or programs sponsored by educational institutions	Spoke to Lewis & Clark Middle School 6th grade class who are studying meteorology. They were instructed how to read surface weather maps and forecast model charts using maps from the National Weather Service website then to project onto a large screen.	1	Anchor/Weather