

KTVB, KTFT
EEO PUBLIC FILE REPORT
May 21, 2014 - May 20, 2015

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Producer/Digital Content Producer	1-7, 10-11, 13-15, 17-21, 23-24, 26-27	14
News Producer/Digital Content Producer	1-7, 10-11, 13-15, 17-21, 23-24, 26-27	5
Digital Content Producer/Assignment Editor	1-2, 4, 7, 10, 13-14, 17-18, 20, 22-27	25
Saturday Morning Anchor/Reporter	1-7, 9-11, 13-15, 17-21, 23-24, 26	9
Multi-Media Journalist	1-7, 10-11, 13, 15, 17-21, 23-24, 26-27	10
Photographer	1-7, 9-11, 13, 15, 17-20, 23-24, 26-27	9
Sports Reporter/Anchor	1-7, 9-11, 13, 15-20, 23-24, 26-27	9
Digital Account Executive	1-7, 9-11, 13-15, 17-20, 22-24, 26-27	5
Local Sales Assistant	1-8, 10-15, 17-20, 22, 24, 26-27	22
Digital Content Producer/Assignment Editor	1-2, 4-7, 10-11, 13-15, 17-20, 24, 26-27	14
Production Assistant/Master Control Operator	1-2, 4-7, 10-11, 13-15, 17-20, 22-24, 26-27	22
Producer	1-2, 4-7, 9-11, 13, 15, 17-20, 22-24, 26-27	5
Digital Media Producer	1-2, 4-8, 10-11, 13, 15, 17-20, 22-24, 26-27	22
Sales Assistant	1-2, 4-7, 10, 13-15, 17-20, 23-24, 26-27	14
Digital Sales Coordinator	1-2, 4-7, 9-10, 13-15, 17-20, 23-24, 26-27	14

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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
1	Boise State University Career Center Boise, Idaho 83725 Phone : 208-426-1747 Url : http://www.boisestate.edu Email : career@boisestate.edu Job Listings	N	0
2	BYU-Idaho 230 Kimball Building Rexburg, Idaho 83460 Phone : 208-496-2750 Url : http://www.byui.edu Email : careernavigator@byui.edu Job Listings	N	0
3	BYU-Utah Brigham Young University 2410 WSC Provo, Utah 84602 Phone : 801-422-9058 Url : http://www.byu.edu Email : marvel_perez@byu.edu Marvel Perez	N	0
4	BYU-Utah Brigham Young University 2410 WSC Provo, Utah 84602 Phone : 801-422-6933 Url : http://www.byu.edu Email : scott_greenhalgh@byu.edu Scott Greenhalgh	N	0
5	Career Builder 200 N LaSalle Ste 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	6
6	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0

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7	Columbia University Graduate School of Journalist 2950 Broadway New York, New York 10027 Phone : 212-584-4422 Url : http://www.journalism.columbia.edu/ Email : postjobs@jrn.columbia.edu Job Listings	N	0
8	Current Employee	N	2
9	Employee Referral	N	8
10	Gannett Jobs Website 7950 Jones Branch Drive McLean, Virginia 22107 Phone : 703-854-7000 Url : http://www.gannett.com Virgil Smith Manual Posting	N	5
11	Idaho Department of Labor 219 West Main Street Boise, Idaho 83735 Phone : 208-332-3575 Url : https://labor.idaho.gov/ Email : randy.wilde@labor.idaho.gov Randy Wild	N	0
12	Idaho Press-Tribune 1618 N. Midland Blvd. Nampa, Idaho 83652 Phone : 208.467.9253 Url : http://www.idahopress.com/careers/ Talent Associate Manual Posting	N	1
13	Idaho State University Stop 8108 Pocatello, Idaho 83209 Phone : 208-282-2380 Url : http://www.isu.edu Email : careers@isu.edu Tracie Mariani	N	0
14	Indeed.com	N	16

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	ITT Technical Institute 12302 West Explorer Drive Boise, Idaho 83713 Phone : 208-322-8844 Url : http://www.itt-tech.edu/idaho Email : wwhited@itt-tech.edu Neil Whited	N	0
16	Job Board	N	2
17	KTVB.com 5407 West Fairview Avenue Boise, Idaho 83706 Phone : 208-375-7277 Url : http://www.ktvb.com Human Resources Manual Posting	N	0
18	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
19	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
20	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5428 Url : http://www.nabef.org Email : itilghman@nab.org Isabelle Tilghman	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Northwest Nazarene University 623 Holly Street Nampa, Idaho 83636 Phone : 208-467-8767 Url : http://www.nnu.edu Email : career@nnu.edu Job Listings	N	0
22	Station Website	N	8
23	The College of Idaho 2112 Cleveland Blvd Box 40 Caldwell, Idaho 83605 Phone : 208-459-5508 Url : http://www.collegeofidaho.edu Email : careerservices@collegeofidaho.edu Michelle Smith	N	0
24	TV Jobs P.O Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Mark Halloway	N	3
25	Twitter	N	1
26	University of Idaho P.O. Box 442534 Moscow, Idaho 83844 Phone : 208-885-6121 Url : http://www.uidaho.edu Email : nkinyon@uidaho.edu Noell Kinyon	N	0
27	University of Oregon/School of Journalism 1275 University of Oregon Eugene, Oregon 97403 Phone : 541-346-2171 Url : https://uoregon.edu Email : internships@jcomm.uoregon.edu Rachel Allen	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			52

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	5/21/2014	Establishment of an intern program designed to assist members of the community	KTVB offered an Internship Program to help college students acquire skills necessary to obtain employment in the broadcast industry. The students earned academic credit for their participation. We offered internships in news. We had 1 student from Northwest Nazerene University.	1	Managers Supervisors	1.00
2	5/21/2014	Establishment of training programs for station personnel	KTVB offers a tuition assistance program designed to encourage self-development through undergraduate or graduate coursework. One employee participated in this program during the reporting period.	1	Assistant Controller	1.00
3	5/21/2014	Participation in other activities designed by the station employment unit	The station hosted 8 tours for schools, scouting groups and other community groups to educate them in the inner workings of a television station and job opportunities in broadcasting. They are exposed to Sales, Control/audio booth, Engineering, IT, Creative Services/Marketing, Newsroom and the studio.	3	News Director Weather Anchor Receptionist	1.00
4	6/26/2014	Participation in events or programs sponsored by educational institutions	As part of a program for ongoing education and advanced degree seeking individuals, spoke as part of a panel to a group of teachers, educational professionals and business professionals about working in broadcasting and specifically about television broadcasting.	1	Weather Anchor	0.25
5	7/8/2014	Participation in events or programs sponsored by educational institutions	Featured speaker for a group of students studying future careers. The students ranged in age from 10-18 and the event was held at Hidden Springs community. Discussed education required to succeed in chosen career, weather forecasting and the tools necessary to do the job.	1	Weather Anchor	0.25
6	9/8/2014	Participation in events or programs sponsored by educational institutions	Attended an event at Borah High School and spoke with students about photography and the high school sports website as well as broadcasting opportunities.	1	High School Sports Producer	0.25

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7	9/9/2014	Participation in events or programs sponsored by educational institutions	Attended an event at Capital High School and spoke with newspaper students about high school sports and broadcasting opportunities.	1	High School Sports Producer	0.25
8	9/9/2014	Participation in events or programs sponsored by educational institutions	Participated in College of Southern Idaho's Information Day. Spoke to 50 area high school counselors about the Distinguished Student Award and the opportunity for their students to be on-air and on the station's website. Explained how our broadcast interviews highlight student accomplishments and solicited their feedback about what drives/motivates their students to excel in their specific area of interest whether it be academic, athletic, social, etc. Discussed how these values relate to broadcast opportunities for students and made them aware of the \$5,000 scholarship opportunity underwritten by the Idaho Dairy Commission through the Idaho Dairy Farm Families.	1	Local Sales Manager	0.25
9	9/10/2014	Participation in events or programs sponsored by educational institutions	Attended an event at Borah High School and spoke with broadcast students about broadcasting opportunities.	1	Digital Sales Manager	0.25
10	10/9/2014	Participation in events or programs sponsored by educational institutions	Attended an event at Capital High School and spoke with video productions students about broadcasting opportunities.	2	Anchor Digital Sales Manager	0.25
11	10/25/2014	Participation in events or programs sponsored by educational institutions	Presented "How to Leverage Sports Coverage on Digital" and "Tips for Shooting a Video Interview" sessions to students from 3 Idaho high schools at Boise State University's Journalism and Media Communications Learning Day.	3	Digital Sales Manager Video Editor High School Sports Producer	0.25
12	11/4/2014	Participation in events or programs sponsored by educational institutions	Attended an event at Bishop Kelly High School and spoke with journalism students about broadcasting opportunities.	2	Digital Sales Manager High School Sports Producer	0.25
13	11/7/2014	Participation in events or programs sponsored by educational institutions	Attended an event at Eagle High School and spoke with journalism students about broadcasting opportunities.	1	High School Sports Producer	0.25

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14	11/19/2014	Participation in events or programs sponsored by educational institutions	Spoke to 2 classrooms of 5th grade students and 2 classrooms of 4th grade students at Hillcrest Elementary about weather, science and careers. Discussion included education and job requirements for employment in television.	1	Weather Anchor	0.25
15	2/25/2015	Participation in Job Fairs	Represented station at The Boise State Alumni Center "Recent Graduate Networking Event" and Career Fair.	1	Assistant Controller	0.25
16	3/11/2015	Participation in events or programs sponsored by educational institutions	Spoke to two 5th grade classrooms of students from Washington Elementary about the weather and working in television. Questions were about weather science and educational tools to do the job.	1	Weather Anchor	0.25
17	3/13/2015	Participation in events or programs sponsored by educational institutions	Discussed broadcast opportunities and role with a Compass Honors High School student.	1	Managing Editor	0.25
18	3/16/2015	Participation in events or programs sponsored by educational institutions	Spoke to three 2nd grade classrooms at Summer Wind Elementary about weather, broadcasting the weather and about working in television broadcasting.	1	Weather Anchor	0.25
19	4/22/2015	Participation in events or programs sponsored by educational institutions	Participated in Boise High Business Days where high school students experience job shadowing in their desired career field. News department hosted a student who job shadowed a reporter.	1	Reporter	0.25
20	5/11/2015	Participation in events or programs sponsored by educational institutions	Spoke to 2 classrooms of 5th graders at Village Charter School about the weather. Discussed weather forecasting and technical details of how things come together for news. Questions were raised about the education required to do the job and the steps to be successful.	1	Weather Anchor	0.25
21	5/15/2015	Participation in events or programs sponsored by educational institutions	Spoke to 3 classrooms of 3rd graders at Longfellow Elementary about the weather. Questions were raised about education required to do the job and the steps to be successful.	1	Weather Anchor	0.25
TOTAL POINTS OVER REPORTING PERIOD:						7.50