

**KTVB, KTFT-LD**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2020 - May 31, 2021**

**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>
Reporter/MSJ	1-8, 10-11, 13-20	14
Broadcast Tech	1-8, 10-11, 13, 15-20	10
Production Assistant	1-8, 10-13, 15-20	17
Newscast Editor /Visual Producer	1-8, 10-11, 13, 15-20	17
Newscast Editor/Visual Producer	1-11, 13, 15-20	17
Newscast Editor/Visual Producer	1-11, 13, 15-20	17
Production Assistant	1-8, 10-13, 15-20	17

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

<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	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
3	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
4	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	1
5	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
6	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

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7	College of Western Idaho 6056 Birch Lane, Suite 101 Nampa, Idaho 83687 Phone : 208-562-3287 Email : hr@cwidaho.cc Human Resources	N	0
8	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
9	Current Employee - Transfer/Promotion	N	1
10	Glassdoor PO Box 900 Sausalito, California 94966 Url : <a href="http://www.glassdoor.com">www.glassdoor.com</a> Career Service Manual Posting	N	3
11	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
12	Indeed.com - Not Directly Contacted by SEU	N	5
13	Lewis-Clark State College 500 8th Avenue Reid Hall Room 110 Lewiston, Idaho 83501 Phone : 208-792-5272 Url : <a href="http://www.lcsc.edu">http://www.lcsc.edu</a> Email : <a href="mailto:casws@lcsc.edu">casws@lcsc.edu</a> Job Listings	N	0
14	Linked In	N	1

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15	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Adrienne Laurent	N	0
16	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
17	TEGNA 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 753-854-6000 Url : <a href="http://www.TEGNA.com">www.TEGNA.com</a> Job Board Manual Posting	N	10
18	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
19	Twitter 1355 Market Street San Francisco, California Customer Service Manual Posting	N	0
20	<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>21</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	6/18/2020	Establishment of training programs for station personnel	Digital Writing Training - TEGNA's Vice President of Digital content provided a digital writing course on important and simple things that digital employees can do to strengthen web articles.	10	
2	8/2/2020	Establishment of training programs for station personnel	Tuition Reimbursement – Encourage further education in one's profession or in the broadcasting industry and self-development through undergraduate or graduate coursework. 1 employee participated in this program during the reporting period.	1	
3	8/26/2020	Establishment of training programs for station personnel	Election Training: How to combat disinformation - TEGNA teamed up with First Draft and they provided training to prepare TEGNA journalists for cover and combat election misinformation. This training was just for TEGNA and included Election Crisis Simulation that placed journalists in the heart of a disinformation campaign and challenged them to make editorial decisions about how to report in real-time.	20	
4	9/17/2020	Establishment of training programs for station personnel	Respect & Integrity Employee Training - All TEGNA employees completed the Respect & Integrity Employee Training. As part of a culture of professionalism and integrity, each of us has a personal responsibility to treat our colleagues with respect and uphold our high ethical standards.	93	
5	2/1/2021	Establishment of training programs for station personnel	Annual Security Awareness Campaign to help employees understand TEGNA's IT standards and procedures, the employee's role in keeping our company safe from attacks, and how to incorporate security practices into our employee's daily work routine. The challenge will help employees increase their cybersecurity awareness on a variety of topics including social media accounts, email security, safe browsing and sensitive data protection.	93	

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6	2/14/2021	Establishment of training programs for station personnel	Manager & Account Executive Inside Out Training – Sales Leaders attend Inside Out training. This training is a part of TEGNA on-boarding training for all new sales leaders. Over the course of two days, topics covered include the art of teaching product intelligence and awareness, prospecting, presentations, building a proposal and closing the deal. Participants role play real scenarios for maximum learning.	15	