

EEO PUBLIC FILE REPORT

FOR

KIFI-TV
IDAHO FALLS, IDAHO
&
K49ND-D
FISH CREEK, IDAHO

This EEO Public File Report
Covers the One-Year Period
Ending on MAY 31, 2016

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station KIFI's and Station K49ND-D online public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending on MAY 31, 2016 the station filled the following full-time vacancies:

1. Sports Anchor/Reporter
2. General Assignment Reporter-Pocatello
3. News Producer
4. Digital Content Director
5. Videographer / Photographer
6. General Assignment Reporter
7. News Producer
8. Weekend Anchor / Reporter
9. Part Time Video Editor / Photographer
10. Morning & Noon Anchor / Producer
11. Broadcast Engineer
12. Multi-Media Journalist
13. KIFI Account Executive
14. Video Editor
15. Multi-Media Journalist
16. News Producer
17. KIFI Account Executive
18. Paid Sales Intern
19. News Producer

The station interviewed a total of **99** people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
KIFI Internal	6
KIFI Website	21
KIFI TV Ad	0
KIFI Employee Referral	10
Walk-In	1
NPG	6
NPG Website	0
TVJobs.com	38
Indeed.com	11
Idaho Commerce & Labor	0
Weber State University	0
BYU-Idaho	4
BYU	0
ISU	0
Arizona State	1
Intelligent Employment Solutions	0
LDS Employment-East Stake	0
LDS Employment-Blackfoot	0
LDS Employment-Idaho Falls	0
Roberta Google	0
Kent State University	0
NAB Job Fair	1
Center for New Directions ISU	0

Attachment A contains the following information for each full-time vacancy:

- < The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- < The recruitment source that referred the hiree for each full-time vacancy;
- < The total number of persons interviewed for each full-time vacancy; and
- < The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES

Full-Time Vacancy EEO Information

Job Title of Vacancy: Sports Anchor/Reporter
 Date Vacancy Opened: 4/13/2015
 Date Vacancy Filled: 6/22/2015

Recruitment Source that referred the Hiree:
 Total Number of Persons Interviewed for the Vacancy:

Tvjobs.com

7

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviews Referred by the Source of the Vacancy	Did the Source Request Notification?
BYU	scott_greenhalgh@byu.edu	Posted Online		0	No
BYU-Idaho	muranakal@byu.edu	Lane Muranaka		0	No
Idaho Commerce & Labor	idahofallsmall@labor.idaho.gov	Michael Hill	557-2500 x3557	0	No
Indeed.com	www.indeed.com			0	No
Kent State University	thor@kent.edu	Thor Wasbotten	330-672-4066	0	No
KIFI Employee Referral				0	No
KIFI Internal	thein@localnews8.com	Teri Hein	208-525-8888	0	No
KIFI Website	cjackson@localnews8.com	Curtis Jackson	5208-525-8888	0	No
LDS Employment Blackfoot	Dsadam7355@hotmail.com	Shawna Adams		0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Phyllis	208-785-5720	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
NPG	Maryann.felts@npgco.com	Mary Ann Felts	816-271-8571	0	No
NPG Website	www.npgco.com			0	No
Roberta Google	nmecham@hotmail.com	Roberta Mecham		0	Yes
Tvjobs.com	admin@tvjobs.com	Mark Holloway		7	No
Weber State University	dcooper@weber.edu	Desiree Larsen		0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy: General Assignment Reporter - Pocatello

Recruitment Source that referred the Hiree:

Tyjobs.com

Date Vacancy Opened: 10/21/2014

Total Number of Persons Interviewed for the Vacancy:

14

Date Vacancy Filled: 6/1/2015

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person Posted Online	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
BYU	scott_greenhalgh@byu.edu	Lane Muranaka		0	No
BYU-Idaho	muranaka@byui.edu	Michael Hill	557-2500 x3557	0	No
Idaho Commerce & Labor	idahofallsmall@labor.idaho.gov			3	No
Indeed.com	www.indeed.com	Tom Hallag	208-282-6453	0	No
ISU	masscomm.isu.edu	Thor Washbotten	330-672-4066	0	No
Kent State University	thor@kent.edu			1	No
KIFI Employee Referral		Curtis Jackson	5208-525-8888	0	No
KIFI Website	cjackson@localnews8.com	Shawna Adams		0	Yes
LDS Employment Blackfoot	Dsadams7355@hotmail.com	Phyllis	208-785-5720	0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org		208-523-4880	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org	Monte Young		1	No
NAB Job Fair		Mary Ann Feltz	816-271-8571	0	No
NPG	Maryann.feltz@npgeo.com			0	No
NPG Website	www.npgeo.com	Mark Holloway		9	No
Tyjobs.com	admin@tyjobs.com	Desiree Larsen		0	No
Weber State University	dcooper@weber.edu				

Full-Time Vacancy EEO Information

Job Title of Vacancy:

News Producer

Recruitment Source that

referred the Hiree:

KIFI website

Date Vacancy Opened:

3/6/2015

Total Number of Persons

Interviewed for the Vacancy:

6

Date Vacancy Filled:

6/15/2015

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
BYU	scott_greenhalgh@byu.edu	Posted Online		0	No
BYU-Idaho	muranakal@byui.edu	Lane Muranaka		0	No
Idaho Commerce & Labor	idahofallsmail@labor.idaho.gov	Michael Hill	557-2500 x3557	0	No
Indeed.com	www.indeed.com			0	No
ISU	masscomm.isu.edu	Tom Hallaq	208-282-6453	0	No
Kent State University	thor@kent.edu	Thor Wasbotten	330-672-4066	0	No
KIFI Employee Referral				1	No
KIFI Website	cjackson@localnews8.com	Curtis Jackson	5208-525-8888	2	No
LDS Employment Blackfoot	Dsadams7355@hotmail.com	Shawna Adams		0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Phyllis	208-785-5720	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
NPG	Maryann.felts@npgco.com	Mary Ann Felts	816-271-8571	0	No
NPG Website	www.npgco.com			0	No
Roberta Google	nrmeacham@hotmail.com	Roberta Mecham		0	Yes
Tyjobs.com	admin@tyjobs.com	Mark Holloway		3	No
Weber State University	dcooper@weber.edu	Desiree Larsen		0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy: Digital Content Director

Date Vacancy Opened: 6/10/2015

Date Vacancy Filled: 7/20/2015

Recruitment Source that referred the Hiree:

Total Number of Persons Interviewed for the Vacancy:

Internal

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviews Referred by the Source of the Vacancy	Did the Source Request Notification?
Bucks Investments, LLC	bucks@silverstar.com	Kerry Buxton	208-354-2710	0	Yes
BYU	scott_greenhalgh@byu.edu	Posted Online		0	No
BYU-Idaho	murarakal@byui.edu	Lane Muranaka		0	No
Center for New Directions ISU	cnd@isu.edu	Judy McClanahan	208-282-2454	0	Yes
Idaho Commerce & Labor	idahofallsmall@labor.idaho.gov	Michael Hill	557-2500 x3557	0	No
Indeed.com	www.indeed.com			0	No
Intelligent Employment Solutions	angief@employ-solutions.com	Angie Freer	208-552-4775	0	Yes
Kent State University	thor@kent.edu	Thor Washbotten	330-672-4066	0	No
KIFI Internal				1	No
KIFI Website	cjackson@localnews8.com	Curtis Jackson	5208-525-8888	0	No
LDS Employment Blackfoot	Dsadams7355@hotmail.com	Shawna Adams		0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Phyllis	208-785-5720	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
NPG	Maryann.felts@npgco.com	Mary Ann Felts	816-271-8571	0	No
NPG Website	www.npgco.com			0	No
Roberta Google	nrmeecham@hotmail.com	Roberta Meecham		0	Yes
Tvjobs.com	admin@tvjobs.com	Mark Holloway		1	No
Weber State University	dcooper@weber.edu	Desiree Larsen		0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy: Videographer / Photographer

Recruitment Source that referred the Hiree: KIFI Employee Referral

Date Vacancy Opened: 7/20/2015

Total Number of Persons Interviewed for the Vacancy: 1

Date Vacancy Filled: 8/11/2015

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviews Referred by the Source of the Vacancy	Did the Source Request Notification?
Bucks Investment, LLC	bucks@silverstar.com	Kerry Buxton	208-354-2710	0	Yes
BYU	scott_greenhalgh@byu.edu	Posted Online		0	No
BYU-Idaho	muranakal@byui.edu	Lane Muranaka		0	No
Center for New Direction ISU	cnd@isu.edu	Judy McClanahan	208-282-2454	0	Yes
Intelligent Employment Solutions	angief@employ-solutions.com	Angie Freer	208-552-4775	0	Yes
Idaho Commerce & Labor	idahofallsmail@labor.idaho.gov	Michael Hill	557-2500 x3557	0	No
Indeed.com	www.indeed.com			0	No
ISBA	isba@qwestoffice.net	Connie Searles		0	No
Kent State University	thor@kent.edu	Thor Wasbotten	330-672-4066	0	No
KIFI Employee Referral				1	No
KIFI Website	cjackson@localnews8.com	Curtis Jackson	5208-525-8888	0	No
LDS Employment Blackfoot	Dsadams7355@hotmail.com	Shawna Adams		0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Phyllis	208-785-5720	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
NPG	Maryann.felts@npgco.com	Mary Ann Felts	816-271-8571	0	No
NPG Website	www.npgco.com			0	No
Roberta Google	nrmeacham@hotmail.com	Roberta Meacham		0	Yes
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No
Weber State University	dcooper@weber.edu	Desiree Larsen		0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy: General Assignment Reporter

Recruitment Source that referred the Hiree:

Tyjobs.com

Date Vacancy Opened: 3/2/2015

Total Number of Persons Interviewed for the Vacancy:

10

Date Vacancy Filled: 8/31/2015

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
BYU	scott_greenhalgh@byu.edu	Posted Online		0	No
BYU-Idaho	muranakal@byui.edu	Lane Muranaka		0	No
Idaho Commerce & Labor	idahofallsmail@labor.idaho.gov	Michael Hill	557-2500 x3557	0	No
Indeed.com	www.indeed.com			1	No
ISU	masscomm.isu.edu	Tom Hallag	208-282-6453	0	No
Kent State University	thor@kent.edu	Thor Wasbotten	330-672-4066	0	No
KIFI Employee Referral				1	No
KIFI Website	cjackson@localnews8.com	Curtis Jackson	5208-525-8888	0	No
LDS Employment Blackfoot	Dsadams7355@hotmail.com	Shawna Adams		0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Phyllis	208-785-5720	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
NPG	Maryann.felts@npgco.com	Mary Ann Felts	816-271-8571	0	No
NPG Website	www.npgco.com			0	No
Tyjobs.com	admin@tyjobs.com	Mark Holloway		8	No

Full-Time Vacancy EEO Information

Job Title of Vacancy: News Producer
 Date Vacancy Opened: 7/14/2015
 Date Vacancy Filled: 8/18/2015

Recruitment Source that referred the Hiree: TVjobs.com
 Total Number of Persons Interviewed for the Vacancy: 4

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviews Referred by the Source of the Vacancy	Did the Source Request Notification?
Bucks Investments LLC	bucks@silverstar.com	Kerry Buxton	208-354-2710	0	Yes
BYU	scott_greenhalgh@byu.edu	Posted Online		0	No
BYU-Idaho	muranakal@byui.edu	Lane Muranaka		0	No
Center for New Directions ISU	crnd@isu.edu	Judy McClanahan	208-282-2454	0	Yes
Idaho Commerce & Labor	idahofallsmail@labor.idaho.gov	Michael Hill	557-2500 x3557	0	No
Indeed.com	www.indeed.com			1	No
Intelligent Employment Solutions	angief@employ-solutions.com	Angie Freer	208-552-4775	0	Yes
Kent State University	thor@kent.edu	Thor Wasbotten	330-672-4066	0	No
KIFI Employee Referral				1	No
KIFI Website	ciackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
LDS Employment Blackfoot	Disadams7355@hotmail.com	Shawna Adams		0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Phyllis	208-785-5720	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
NPG	Maryann.felts@npgco.com	Mary Ann Felts	816-271-8571	0	No
NPG Website	www.npgco.com			0	No
Roberta Google	rmmecham@hotmail.com	Roberta Mecham		0	Yes
Tyjobs.com	admin@tyjobs.com	Mark Holloway		2	No
Weber State University	dcooper@weber.edu	Desiree Larsen	801-626-8644	0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy: Weekend Anchor/Reporter
 Date Vacancy Opened: 7/21/2015
 Date Vacancy Filled: 8/29/2015

Recruitment Source that referred the Hiree: KIFI Internal
 Total Number of Persons Interviewed for the Vacancy: 1

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviews Referred by the Source of the Vacancy	Did the Source Request Notification?
Bucks Investments LLC	bucks@silverstar.com	Kerry Buxton	208-354-2710	0	Yes
BYU	scott_greenhalgh@byu.edu	Posted Online		0	No
BYU-Idaho	muranakal@byui.edu	Lane Muranaka		0	No
Center for New Directions ISU	end@isu.edu	Judy McClanahan	208-282-2454	0	Yes
Idaho Commerce & Labor	idahofallsmail@labor.idaho.gov	Michael Hill	557-2500 x3557	0	No
Indeed.com	www.indeed.com			0	No
Intelligent Employment Solutions	angief@employ-solutions.com	Angie Freer	208-552-4775	0	Yes
ISBA	isba@qwestoffice.net	Connie Searles		0	No
Kent State University	thor@kent.edu	Thor Washbotten	330-672-4066	0	No
KIFI Internal				1	No
KIFI Website	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
LDS Employment Blackfoot	Dsadams7355@hotmail.com	Shawna Adams		0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Phyllis	208-785-5720	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
NPG	Maryann.felts@npgco.com	Mary Ann Felts	816-271-8571	0	No
NPG Website	www.npgco.com			0	No
Roberta Google	nrmecham@hotmail.com	Roberta Mecham		0	Yes
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No
Weber State University	dcooper@weber.edu	Desiree Larsen	801-626-8644	0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy: Part Time Video Editor/Photographer
 Date Vacancy Opened: 6/12/2015
 Date Vacancy Filled: 7/31/2015

Recruitment Source that referred the Hiree: Indeed .com
 Total Number of Persons Interviewed for the Vacancy: 4

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person Posted Online	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
BYU	scott_greenhalgh@byu.edu			0	No
BYU-Idaho	muranakal@byui.edu	Lane Muranaka		0	No
Idaho Commerce & Labor	idahofallsmail@labor.idaho.gov	Michael Hill	557-2500 x3557	0	No
Indeed.com	www.indeed.com			3	No
KIFI Employee Referral	them@localnews8.com	Teri Hein	208-525-8888	0	No
KIFI Website	cjackson@localnews8.com	Curtis Jackson	208-525-8888	1	No
LDS Employment Blackfoot	Dsadams7355@hotmail.com	Shawna Adams		0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Phyllis	208-785-5720	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
NPG	Maryann.felts@npgco.com	Mary Ann Felts	816-271-8571	0	No
NPG Website	www.npgco.com			0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy: Morning & Noon Anchor/Producer
 Date Vacancy Opened: 6/4/2015
 Date Vacancy Filled: 12/17/2015

Recruitment Source that referred the Hiree: KIFI Internal
 Total Number of Persons Interviewed for the Vacancy: 10

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviews Referred by the Source of the Vacancy	Did the Source Request Notification?
Arizona State				1	No
BYU	scott_greenhalgh@byu.edu	Posted Online		0	No
BYU-Idaho	muranakal@byui.edu	Lane Muranaka		0	No
Center for New Directions ISU	end@isu.edu	Judy McClanahan	208-282-2454	0	Yes
Idaho Commerce & Labor	idahofallsmail@labor.idaho.gov	Michael Hill	557-2500 x3557	0	No
Intelligent Employment Solutions	angief@employ-solutions.com	Angie Freer	208-552-4775	0	Yes
Kent State University	thor@kent.edu	Thor Wasbotten	330-672-4066	0	No
KIFI Internal				4	No
KIFI Website	cjackson@localnews8.com	Curtis Jackson	208-525-8888	2	No
LDS Employment Blackfoot	Dsadam7355@hotmail.com	Shawna Adams		0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Phyllis	208-785-5720	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
NPG	Maryann.felts@npgco.com	Mary Ann Felts	816-271-8571	0	No
NPG Website	www.npgco.com			0	No
Roberta Google	rmmecham@hotmail.com	Roberta Mecham		0	Yes
Tyjobs.com	admin@tyjobs.com	Mark Holloway		3	No
Weber State University	dcooper@weber.edu	Desiree Larsen	801-626-8644	0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy: Broadcast Engineer
 Date Vacancy Opened: 7/15/2015
 Date Vacancy Filled: 11/27/2015

Recruitment Source that referred the Hiree: Indeed.com
 Total Number of Persons Interviewed for the Vacancy: 5

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
BYU	scott_greenhalgh@byu.edu	Posted Online		0	No
BYU-Idaho	nmuranaka@byui.edu	Lane Muranaka		1	No
Bucks Investments LLC	bucks@silverstar.com	Kerry Buxton	208-354-2710	0	Yes
Center for New Direction ISU	crnd@isu.edu	Judy McClanahan	208-282-2454	0	Yes
Intelligent Employment Solutions	angief@employ-solutions.com	Angie Freer	208-552-4775	0	Yes
Idaho Commerce & Labor	idahofallsmail@labor.idaho.gov	Michael Hill	557-2500 x3557	0	No
Indeed.com	www.indeed.com			0	No
KIFI Employee Referral	thein@localnews8.com	Teri Hein	208-525-8888	1	No
KIFI Website	cjackson@localnews8.com	Curtis Jackson	208-525-8888	3	No
LDS Employment Blackfoot	Dsadams7355@hotmail.com	Shawna Adams		0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Phyllis	208-785-5720	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
NPG	Maryann.felts@npgco.com	Mary Ann Felts	816-271-8571	0	No
NPG Website	www.npgco.com			0	No
Roberta Google	nrmecham@hotmail.com	Roberta Mecham		0	Yes

Full-Time Vacancy EEO Information

Job Title of Vacancy:

Multi-Media Journalist

Recruitment Source that

referred the Hire:

KIFI Website

Date Vacancy Opened:

10/13/2015

Total Number of Persons

Interviewed for the Vacancy:

7

Date Vacancy Filled:

1/2/2016

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviews Referred by the Source of the Vacancy	Did the Source Request Notification?
BYU	scott_greenhalgh@byu.edu	Posted Online		0	No
BYU-Idaho	muranakal@byui.edu	Lane Muranaka		0	No
Idaho Commerce & Labor	idahofallsmall@labor.idaho.gov	Ginny	557-2500 x3557	0	No
Bucks Investments LLC	bucks@silverstar.com	Kerry Buxton	208-354-2710	0	Yes
Center for New Directions ISU	cnd@isu.edu	Judy McClanahan	282-2454	0	Yes
KIFI Employee Referral	theim@localnews8.com	Teri Hein	208-525-8888	1	No
KIFI Website	gjackson@localnews8.com	Curtis Jackson	208-525-8888	2	No
LDS Employment Blackfoot	Dsadams7355@hotmail.com	Shawna Adams		0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Phyllis	208-785-5720	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
NPG	Maryann.felts@npgco.com	Mary Ann Felts	816-271-8571	1	No
NPG Website	www.npgco.com			0	No
Roberta Google	rmrmecham@hotmail.com	Roberta Mecham		0	Yes
Intelligent Employment Solutions	angief@employ-solutions.com	Angie Freer	208-552-4775	0	Yes
Weber State University	dcooper@weber.edu	Desiree Larsen		0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		3	No
Kent State University	thor@kent.edu	Thor Washbotten	330-672-4066	0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy: KIFI Account Executive
 Date Vacancy Opened: 4/30/2015
 Date Vacancy Filled: 1/27/2016

Recruitment Source that referred the Hiree: KIFI Website
 Total Number of Persons Interviewed for the Vacancy: 8

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
BYU	scott_greenhalgh@byu.edu	Posted Online		0	No
BYU-Idaho	muranakal@byui.edu	Lane Muranaka		1	No
Idaho Commerce & Labor	idahofallsmail@labor.idaho.gov	Ginny	557-2500 x3557	0	No
Indeed.com	www.indeed.com			2	No
KIFI Employee Referral	thein@localnews8.com	Teri Hein	208-525-8888	0	No
KIFI Website	cjackson@localnews8.com	Curtis Jackson	208-525-8888	4	No
LDS Employment Blackfoot	Dsadam7355@hotmail.com	Shawna Adams		0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Phyllis	208-785-5720	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
NPG	Maryann.felts@npgco.com	Mary Ann Felts	816-271-8571	1	No
NPG Website	www.npgco.com			0	No
Roberta Google	nrmecham@hotmail.com	Roberta Mecham		0	Yes

Full-Time Vacancy EEO Information

Job Title of Vacancy: Video Editor
 Date Vacancy Opened: 1/27/2016
 Date Vacancy Filled: 2/15/2016

Recruitment Source that referred the Hiree: KIFI Website
 Total Number of Persons Interviewed for the Vacancy: 2

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviews Referred by the Source of the Vacancy	Did the Source Request Notification?
BYU	scott_greenhalgh@byu.edu	Posted Online		0	No
BYU-Idaho	muranakal@byui.edu	Lane Muranaka		0	No
Idaho Commerce & Labor	idahofallsmail@labor.idaho.gov	Ginny	557-2500 x3557	0	No
Indeed.com	www.indeed.com			0	No
KIFI Employee Referral	thein@localnews8.com	Teri Hein	208-525-8888	0	No
KIFI Website	cjackson@localnews8.com	Curtis Jackson	208-525-8888	2	No
LDS Employment Blackfoot	Dsadams7355@hotmail.com	Shawna Adams		0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Phyllis	208-785-5720	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
NPg	Maryann.felts@mpgco.com	Mary Ann Felts	816-271-8571	0	No
NPg Website	www.mpgco.com			0	No
Roberta Google	nrmechan@hotmail.com	Roberta Mechan		0	Yes
Center for New Directions ISU	cnd@isu.edu	Judy McClanahan	282-2454	0	Yes
Intelligent Employment Solutions	angief@employ-solutions.com	Angie Freer	208-552-4775	0	Yes
Bucks Investment, LLC	bucks@silverstar.com	Kerry Buxton	208-354-2710	0	Yes

Full-Time Vacancy EEO Information

Job Title of Vacancy: Multi-Media Journalist
 Date Vacancy Opened: 12/21/2015
 Date Vacancy Filled: 3/10/2016

Recruitment Source that referred the Hiree:
 Total Number of Persons Interviewed for the Vacancy:

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person Posted Online	Phone Number	Total # of Interviews Referred by the Source of the Vacancy	Did the Source Request Notification?
BYU	scott_greenhalgh@byu.edu	Lane Muranaka		0	No
BYU-Idaho	muranakal@byui.edu	Lane Muranaka		0	No
Idaho Commerce & Labor	idahofallsmail@labor.idaho.gov	Ginny	557-2500 x3557	0	No
KIFI Employee Referral	thein@localnews8.com	Teri Hein	208-525-8888	0	No
KIFI Website	cjackson@localnews8.com	Curtis Jackson	208-525-8888	1	No
LDS Employment Blackfoot	Dsadams7355@hotmail.com	Shawna Adams		0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Phyllis	208-785-5720	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
NPG	Maryann.felts@npgco.com	Mary Ann Felts	816-271-8571	1	No
NPG Website	www.npgco.com			0	No
Roberta Google	nrmecham@hotmail.com	Roberta Mecham		0	Yes
Center for New Directions ISU	cnd@isu.edu	Judy McClanahan	282-2454	0	Yes
Intelligent Employment Solutions	angief@employ-solutions.com	Angie Freer	208-552-4775	0	Yes
Bucks Investment, LLC	bucks@silverstar.com	Kerry Buxton	208-354-2710	0	Yes
Walk-In		Teri Hein		1	No
Tyjobs.com	admin@tyjobs.com	Mark Holloway		1	No
Kent State University	thor@kent.edu	Thor Washbotten	330-672-4066	0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy: News Producer
 Date Vacancy Opened: 12/11/2015
 Date Vacancy Filled: 3/17/2016

Recruitment Source that referred the Hire: Referral
 Total Number of Persons Interviewed for the Vacancy: 2

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviews Referred by the Source of the Vacancy	Did the Source Request Notification?
Idaho Commerce & Labor	idahofallsmail@labor.idaho.gov	Ginny	557-2500 x3557	0	No
Indeed.com	www.indeed.com			0	No
KIFI Employee Referral	theim@localnews8.com	Teri Hein	208-525-8888	1	No
KIFI Website	c/jackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
LDS Employment Blackfoot	Dsadams7355@hotmail.com	Shawna Adams		0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Phyllis	208-785-5720	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
NPG	Maryann.felts@npgco.com	Mary Ann Felts	816-271-8571	1	No
NPG Website	www.npgco.com			0	No
Roberta Google	nrmecham@hotmail.com	Roberta Mecham		0	Yes
Center for New Directions ISU	cnrd@isu.edu	Judy McClanahan	282-2454	0	Yes
Intelligent Employment Solutions	angief@employ-solutions.com	Angie Freer	208-552-4775	0	Yes
Bucks Investments LLC	bucks@silverstar.com	Kerry Buxton	208-354-2710	0	Yes
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy: KIFI Account Executive
 Date Vacancy Opened: 4/30/2015
 Date Vacancy Filled: 9/14/2015

Recruitment Source that referred the Hiree:
 Total Number of Persons Interviewed for the Vacancy: 5

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person Posted Online	Phone Number	Total # of Interviews Referred by the Source of the Vacancy	Did the Source Request Notification?
BYU	scott_greenhalgh@byu.edu	Lane Muranaka		0	No
BYU-Idaho	muranakal@byui.edu	Lane Muranaka		0	No
Idaho Commerce & Labor	idahofallsmai@labor.idaho.gov	Ginny	557-2500 x3557	0	No
Indeed.com	www.indeed.com			0	No
KIFI Employee Referral	thein@localnews8.com	Teri Hein	208-525-8888	2	No
KIFI Website	cjackson@localnews8.com	Curtis Jackson	208-525-8888	2	No
LDS Employment Blackfoot	Dsadams7355@hotmail.com	Shawna Adams		0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Phyllis	208-785-5720	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
NPG	Maryann.felts@mpgco.com	Mary Ann Felts	816-271-8571	1	No
NPG Website	www.mpgco.com			0	No
Roberta Google	mrmecham@hotmail.com	Roberta Mecham		0	Yes

Full-Time Vacancy EEO Information

Job Title of Vacancy: Paid Sales Intern
 Date Vacancy Opened: 1/12/2016
 Date Vacancy Filled: 4/20/2016

Recruitment Source that referred the Hiree: Referral
 Total Number of Persons Interviewed for the Vacancy: 3

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviews Referred by the Source of the Vacancy	Did the Source Request Notification?
Center for New Directions ISU	end@isu.edu	Judy McClanahan	282-2454	0	Yes
BYU	scott_greenhalgh@byu.edu	Posted Online		0	No
BYU-Idaho	muranakal@byui.edu	Lane Muranaka		2	No
Indeed.com	www.indeed.com			1	No
KIFI Website	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
KIFI Employee Referral	them@localnews8.com	Teri Hein	208-525-8888	0	No
NPG	Maryann.felts@npgco.com	Mary Ann Felts	816-271-8571	0	No
NPG Website	www.npgco.com			0	No
Weber State University	decooper@weber.edu	Desiree Larsen	801-626-8644	0	No
LDS Employment Blackfoot	Dsadams7355@hotmail.com	Shawna Adams		0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Phyllis	208-785-5720	0	Yes
LDS Employment Idaho Falls	Wel-ec-idafalls@ldschurch.org		208-523-4880	0	Yes
Bucks Investments LLC	bucks@silverstar.com	Kerry Buxton	208-354-2710	0	Yes
Intelligent Employment Solutions	angief@employ-solutions.com	Angie Freer	208-552-4775	0	Yes
Roberta Google	mmecham@hotmail.com	Roberta Mecham		0	Yes

Full-Time Vacancy EEO Information

Job Title of Vacancy: News Producer
 Date Vacancy Opened: 12/11/2015
 Date Vacancy Filled: 4/22/2016

Recruitment Source that referred the Hire: Referral
 Total Number of Persons Interviewed for the Vacancy: 4

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
Center for New Directions ISU	cnrd@isu.edu	Judy McClanahan	282-2454	0	Yes
Intelligent Employment Solutions	angief@employ-solutions.com	Angie Freer	208-552-4775	0	Yes
Idaho Commerce & Labor	idahofallsmail@labor.idaho.gov	Ginny	557-2500 x3557	0	No
Indeed.com	www.indeed.com			0	No
KIFI Employee Referral	thein@localnews8.com	Teri Hein	208-525-8888	0	No
KIFI Website	cjackson@localnews8.com	Curtis Jackson	208-525-8888	2	No
LDS Employment Blackfoot	Dsadam7355@hotmail.com	Shawna Adams		0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Phyllis	208-785-5720	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
NPG	Maryann.felts@npgco.com	Mary Ann Felts	816-271-8571	1	No
NPG Website	www.npgco.com			0	No
Roberta Google	nrmecham@hotmail.com	Roberta Mecham		0	Yes
Tvjobs.com	admin@tvjobs.com	Mark Holloway		1	No
Bucks Investments LLC	bucks@silverstar.com	Kerry Buxton	208-354-2710	0	Yes

ATTACHMENT B
MENU OPTION ACTIVITIES

MENU OPTION ACTIVITIES

Station KIFI and K49ND-D has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
1	Job Fair	11/18/15: BYU-Idaho Communication Dept. Internship Fair attended by Curtis Jackson (News Director). 3/17/16: BYU-Idaho Communication Dept. Internship Fair attended by Todd Hendricks (Local Sales Manager) and Curtis Jackson (News Director).
5	Intern Program	Internship offered in the Sales and News departments. In the past year, there have been 4 News interns from BYU-Idaho
14	Management Training	6/10/15: Teri Hein (HR Coordinator) along with other NPG HR Coordinators and the NPG HR Director (Jennifer Wright) participated in a training session with Elizabeth Spainhour of Brooks Pierce (FCC Counsel) re. FCC EEO rules and establishing an EEO program.

10	Educational Institution Sponsored Events	<p>Steve Cannon (Forecaster)-Weather presentations at local schools including discussion on weather careers: 10/2/15 Bunker Elem.; 10/30/15 Edgemont Elem.; 1/14/16 Rimrock Elem.; 2/26/16 Hosted 'Seminar for Success' assembly at Ethyl Boyes Elem.; 3/2/16 Hosted 'Dr. Seuss Day' at IF Public Library; 5/10/2016 Spoke at EITC graduation.</p> <p>Jay Hildebrandt (Anchor/Reporter)-Teaches Public Speaking, Intro to Broadcasting and Broadcast Performance classes every Tuesday and Thursday; 1/29/16 Career Day presentation at Dora Erickson Elem.; 6/10/15 Shadowed by student on video shoot.</p> <p>Karole Honas (Anchor/Reporter)-9/16/15 Spoke to 200 FFL students at ISU Continuing Education program; 6/15/2015 Live broadcast from Special Olympics fundraiser; 4/8/2016 MC'd District 91 Education Foundation Adult Spelling Bee Fundraiser</p> <p>Chris Bruin (Meterologist)-3/10/16 Spoke to students at Idaho Science & Technology Charter School; 6/10/15 Weather presentation at Jackson Hole Classical Academy</p> <p>Hannah Miller (Reporter)-4/12/16 Keynote speaker at Blackfoot High School about getting a start in broadcasting careers.</p> <p>Todd Kunz (Anchor/Reporter)-3/15/2016 Reality Town for Idaho Falls Community Transition Team and area high school students at risk to discuss broadcast careers.</p>
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4	Station Tours	Tours given to various organizations: 6/10/15 Bonneville High School 6/13/15 Sierra Family 7/16/15 Progressive Childcare 7/16/15 Childrens Camp 9/10/15 Young Womens Group 10/8/15 The Learning Center 1/27/16 BYU-I students 2/3/16 Riverbend 3/3/16 LHS Career Class 3/4/16 Boy Scouts-Rexburg 3/9/16 Homeschool Group 3/14/16 McCann Family 3/15/16 BYU-I students 3/16/16 BYU-I students 3/22/16 Acorn Childrens Academy 3/29/16 Oler Family 3/30/16 BYU-I students 5/3/16 Scout Group
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* For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station 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.