

EEO PUBLIC FILE REPORT

FOR

KIFI-TV & KXPI-LD
IDAHO FALLS AND POCA TELLO, ID
&
K34NC-D
FISH CREEK, ID

This EEO Public File Report
Covers the One-Year Period
Ending on May 31, 2022

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station KIFI-TV and K34NC-D's 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, 2022, the station filled the following full-time vacancies:

1. Sports Director
2. Integrated Media Consultant
3. Account Executive
4. Account Executive
5. Morning Anchor/Multi-Media Journalist
6. Multi-Media Journalist
7. Technical Director
8. Video Editor (30+ hours)
9. IT Technician
10. Video Editor (FT)
11. Video Editor (30+ hours)
12. Multi-Media Journalist
13. Commercial Producer
14. Photographer
15. Photographer/Video Editor
16. Anchor/Multi-Media Journalist
17. Sports Anchor/Multi-Media Journalist
18. Account Executive
19. Weekend Anchor/Multi-Media Journalist
20. Producer
21. Account Executive

The station interviewed a total of **81** 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 Promotion	9
KIFI Employee Referral	15
KIFI Website (ADPvantage)	6
NPG Website (ADPvantage)	2
TVJobs.com	2
Hire East Idaho	0
Indeed.com	34
Handshake.com	2
RTDNA	0
Ziprecruiter	1
Media Match	0
Medialine	0
Sportscasters Talent Agency of America	1
Simply Hired	4
Glassdoor.com	1
Idaho Works	3
National Labor Exchange	0
Society of Broadcast Engineers	0
Linked In	1

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.

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Full-Time Vacancy EEO Information

Job Title of Vacancy: Integrated Media Coordinator Recruitment Source that referred the Hiree: Employee Referral

Date Vacancy Opened: 5/25/2021 Total Number of Persons Interviewed for the Vacancy: 1

Date Vacancy Filled: 6/28/2021

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Web/Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
Indeed.com	www.indeed.com			0	No
KIFI Website (ADP Vantage)	bill.cummings@localnews8.com	Bill Cummings	208-525-8888	0	No
KIFI Internal Promotion	marion.strother@localnews8.com	Marion Strother	208-525-8888	0	No
KIFI Employee Referral	marion.strother@localnews8.com	Marion Strother	208-525-8888	1	No
Medialine	www.medialinetalent.com			0	No
NPG (ADP Vantage)	tim.sportsman@npgco.com	Tim Sportsman	816-271-8650	0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No
Media Match	www.media-match.com			0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy: Account Executive Recruitment Source that referred the Hiree: Employee Referral

Date Vacancy Opened: 2/10/2021
 Date Vacancy Filled: 6/15/2021

Total Number of Persons Interviewed: 6

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Web/Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
Indeed.com	www.indeed.com			1	No
KIFI Website (ADP Advantage)	www.localnews8.com	Marion Strother	208-525-8888	2	No
KIFI Internal Promotion	marion.strother@localnews8.com	Marion Strother	208-525-8888	0	No
KIFI Employee Referral	marion.strother@localnews8.com	Marion Strother	208-525-8888	1	No
Idaho Works				0	No
NPG (ADP Advantage)	tim.sportsman@npgco.com	Tim Sportsman	816-271-8650	0	No
Linked In	www.linkedin.com	online		1	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No
Media Match	www.media-match.com			0	No
SimplyHired	www.simplyhired.com			1	No

Full-Time Vacancy EEO Information

Job Title of Vacancy:

Account Executive

Recruitment Source that referred the Hiree:

Date Vacancy Opened:
Date Vacancy Filled:

2/9/2021
8/6/2021

KIFI Website

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 Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
Indeed.com	www.indeed.com			2	No
KIFI Website (ADP Vantage)	bill.cummings@localnews8.com	Bill Cummings	208-525-8888	1	No
KIFI Internal Promotion	marion.strother@localnews8.com	Marion Strother	208-525-8888	0	No
KIFI Employee Referral	marion.strother@localnews8.com	Marion Strother	208-525-8888	0	No
NPG (ADP Vantage)	tim.sportsman@npgco.com	Tim Sportsman	816-271-8650	0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No
MediaMatch	www.media-match.com			0	No

3

Full-Time Vacancy EEO Information

Job Title of Vacancy:

Morning Anchor/Multi-Media Journalist

Recruitment Source that

Date Vacancy Opened:
Date Vacancy Filled:

4/6/2021
9/13/2021

Employee Referral

referred the Hiree:
Total Number of Persons

9

Interviewed for the Vacancy:

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?
Indeed.com	www.indeed.com			4	No
KIFI Website (ADP Vantage)	bill.cummings@localnews8.com	Bill Cummings	208-525-8888	1	No
KIFI Internal Promotion	marion.strother@localnews8.com	Marion Strother	208-525-8888	0	No
KIFI Employee Referral	marion.strother@localnews8.com	Marion Strother	208-525-8888	2	No
NPG (ADP Vantage)	tim.sportsman@npgco.com	Tim Sportsman	816-271-8650	0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		2	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No
Media Match	www.media-match.com	Posted Online		0	No

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Full-Time Vacancy EEO Information

Job Title of Vacancy:

Technical Director

Recruitment Source that

referred the Hiree:

Internal

Date Vacancy Opened:

7/7/2021

Date Vacancy Filled:

10/11/2021

Total Number of Persons

1

Interviewed for the Vacancy:

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?
Indeed.com	www.indeed.com			0	No
KIFI Website (ADP Vantage)	bill.cummings@localnews8.com	Bill Cummings	208-525-8888	0	No
KIFI Internal Promotion	marion.strother@localnews8.com	Marion Strother	208-525-8888	1	No
KIFI Employee Referral	marion.strother@localnews8.com	Marion Strother	208-525-8888	0	No
NPG (ADP Vantage)	tim.sportsman@npgco.com	Tim Sportsman	816-271-8650	0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy:

Multi-Media Journalist

Recruitment Source that referred the Hiree:

Indeed.com

Date Vacancy Opened:

3/2/2021

Date Vacancy Filled:

10/19/2021

Total Number of Persons

5

Interviewed for the Vacancy:

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?
Indeed.com	www.indeed.com			3	No
KIFI Website (ADP Vantage)	bill.cummings@localnews8.com	Bill Cummings	208-525-8888	1	No
KIFI Internal Promotion	marion.strother@localnews8.com	Marion Strother	208-525-8888	0	No
KIFI Employee Referral	marion.strother@localnews8.com	Marion Strother	208-525-8888	1	No
NPG (ADP Vantage)	tim.sportsman@npgco.com	Tim Sportsman	816-271-8650	0	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No
Idaho Works	www.idahoworks.gov	Posted Online		0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No

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Full-Time Vacancy EEO Information

Job Title of Vacancy:

Video Editor (30+ Hours)

Recruitment Source that referred the Hiree:

KIFI Website

Date Vacancy Opened:

7/21/2021

Date Vacancy Filled:

10/11/2021

Total Number of Persons

1

Interviewed for the Vacancy:

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?
KIFI Internal Promotion	marion.strother@localnews8.com	Marion Strother	208-525-8888	0	No
Indeed.com	www.indeed.com			0	No
KIFI Website (ADP Vantage)	bill.cummings@localnews8.com	Bill Cummings	208-525-8888	1	No
KIFI Internal Promotion	marion.strother@localnews8.com	Marion Strother	208-525-8888	0	No
KIFI Employee Referral	marion.strother@localnews8.com	Marion Strother	208-525-8888	0	No
NPG (ADP Vantage)	tim.sportsman@npgco.com	Tim Sportsman	816-271-8650	0	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy:

IT Technician

Recruitment Source that referred the Hiree:

Date Vacancy Opened:
Date Vacancy Filled:

10/12/2021
11/23/2021

Employee Referral
Total Number of Persons Interviewed for the Vacancy:

6

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?
Indeed.com	www.indeed.com			4	No
KIFI Website (ADP Vantage)	bill.cummings@localnews8.com	Bill Cummings	208-525-8888	0	No
KIFI Internal Promotion	marion.strother@localnews8.com	Marion Strother	208-525-8888	0	No
KIFI Employee Referral	marion.strother@localnews8.com	Marion Strother	208-525-8888	2	No
NPG (ADP Vantage)	tim.sportsman@npgco.com	Tim Sportsman	816-271-8650	0	No
Society of Broadcast Engineers	www.sbe.org	online		0	No
Idaho Works	www.idahoworks.gov	Posted Online		0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No
Simply Hired	www.simplyhired.com	online		0	No

6

Full-Time Vacancy EEO Information

Job Title of Vacancy: Video Editor FT Recruitment Source that referred the Hire: Internal

Date Vacancy Opened: 12/14/2021 Total Number of Persons Interviewed for the Vacancy: 1

Date Vacancy Filled: 1/23/2022

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?
KIFI Internal Promotion	marion.strother@localnews8.com	Marion Strother	208-525-8888	1	No
KIFI Website (ADP Vantage)	bill.cummings@localnews8.com	Bill Cummings	208-525-8888	0	No
KIFI Internal Promotion	marion.strother@localnews8.com	Marion Strother	208-525-8888	0	No
Radio TV Digital News Association	www.rtdna.org	posted online		0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No
KIFI Employee Referral	marion.strother@localnews8.com	Marion Strother	208-525-8888	0	No
NPG (ADP Vantage)	tim.sportsman@npgco.com	Tim Sportsman	816-271-8650	0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy:

Video Editor (30+ Hours)

Recruitment Source that referred the Hiree:

Indeed

Date Vacancy Opened:

1/5/2022

Total Number of Persons

3

Date Vacancy Filled:

2/7/2022

Interviewed for the Vacancy:

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?
Indeed.com	www.indeed.com			1	No
KIFI Website (ADP Vantage)	bill.cummings@localnews8.com	Bill Cummings	208-525-8888	0	No
KIFI Internal Promotion	marion.strother@localnews8.com	Marion Strother	208-525-8888	0	No
KIFI Employee Referral	marion.strother@localnews8.com	Marion Strother	208-525-8888	0	No
NPG (ADP Vantage)	tim.sportsman@npgco.com	Tim Sportsman	816-271-8650	0	No
Zip Recruiter		online		1	No
Glassdoor		online		1	No

3

Full-Time Vacancy EEO Information

Job Title of Vacancy:

Multi-Media Journalist

Recruitment Source that referred the Hiree:

Simply Hired

Date Vacancy Opened:

3/2/2021

Date Vacancy Filled:

2/15/2022

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 Interviews Referred by the Source of the Vacancy	Did the Source Request Notification?
Indeed.com	www.indeed.com			2	No
KIFI Website (ADP Vantage)	bill.cummings@localnews8.com	Bill Cummings	208-525-8888	1	No
KIFI Internal Promotion	marion.strother@localnews8.com	Marion Strother	208-525-8888	0	No
KIFI Employee Referral	marion.strother@localnews8.com	Marion Strother	208-525-8888	1	No
NPG (ADP Vantage)	tim.sportsman@mpgco.com	Tim Sportsman	816-271-8650	0	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No
Simply Hired	www.simplyhired.com	Posted Online		1	No
Idaho Works	www.idahoworks.gov	Posted Online		0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No

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Full-Time Vacancy EEO Information

Job Title of Vacancy:

Commercial Producer

Recruitment Source that referred the Hiree:

Date Vacancy Opened:

12/21/2021

Internal

Date Vacancy Filled:

2/21/2022

Total Number of Persons

2

Interviewed for the Vacancy:

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?
Indeed.com	www.indeed.com			0	No
KIFI Website (ADP Vantage)	bill.cummings@localnews8.com	Bill Cummings	208-525-8888	0	No
KIFI Internal Promotion	marion.strother@localnews8.com	Marion Strother	208-525-8888	1	No
KIFI Employee Referral	marion.strother@localnews8.com	Marion Strother	208-525-8888	1	No
NPG (ADP Vantage)	tim.sportsman@npgco.com	Tim Sportsman	816-271-8650	0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No
Mandy	www.mandy.com	Online		0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy:

Photographer

Recruitment Source that referred the Hiree:

Employee Referral

Date Vacancy Opened:

9/22/2021

Date Vacancy Filled:

2/21/2022

Total Number of Persons

3

Interviewed for the Vacancy:

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?
Indeed.com	www.indeed.com			1	No
KIFI Website (ADP Vantage)	bill.cummings@localnews8.com	Bill Cummings	208-525-8888	0	No
KIFI Internal Promotion	marion.strother@localnews8.com	Marion Strother	208-525-8888	0	No
KIFI Employee Referral	marion.strother@localnews8.com	Marion Strother	208-525-8888	2	No
NPG (ADP Vantage)	tim.sportsman@npgco.com	Tim Sportsman	816-271-8650	0	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No
National Labor Exchange	www.usnlx.com	Posted Online		0	No
Simply Hired	www.simplyhired.com	Posted Online		0	No
Idaho Works	www.idahoworks.gov	Posted Online		0	No

3

Full-Time Vacancy EEO Information

Job Title of Vacancy:

Photographer/Editor

Recruitment Source that referred the Hiree:

Employee Referral

Date Vacancy Opened:

9/22/2021

Date Vacancy Filled:

2/21/2022

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 Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
Indeed.com	www.indeed.com			1	No
KIFI Website (ADP Vantage)	bill.cummings@localnews8.com	Bill Cummings	208-525-8888	0	No
KIFI Internal Promotion	marion.strother@localnews8.com	Marion Strother	208-525-8888	0	No
KIFI Employee Referral	marion.strother@localnews8.com	Marion Strother	208-525-8888	2	No
NPG (ADP Vantage)	tim.sportsman@npgco.com	Tim Sportsman	816-271-8650	0	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No
National Labor Exchange	www.usnlx.com	Posted Online		0	No
Simply Hired	www.simplyhired.com	Posted Online		0	No
Idaho Works	www.idahoworks.gov	Posted Online		0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy:	Anchor	Recruitment Source that referred the Hiree:	Internal
Date Vacancy Opened:	12/21/2021	Total Number of Persons Interviewed for the Vacancy:	4
Date Vacancy Filled:	2/27/2022		

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?
Indeed.com	www.indeed.com			1	No
KIFI Website (ADP Vantage)	bill.cummings@localnews8.com	Bill Cummings	208-525-8888	0	No
KIFI Internal Promotion	marion.strother@localnews8.com	Marion Strother	208-525-8888	3	No
KIFI Employee Referral	marion.strother@localnews8.com	Marion Strother	208-525-8888	0	No
NPG (ADP Vantage)	tim.sportsman@npgco.com	Tim Sportsman	816-271-8650	0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No

4

Full-Time Vacancy EEO Information

Job Title of Vacancy:

Sports Anchor/MMJ

Recruitment Source that

referred the Hiree:

Internal

Date Vacancy Opened:

7/6/2021

Date Vacancy Filled:

3/24/2022

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?
Indeed.com	www.indeed.com			4	No
KIFI Website (ADP Vantage)	bill.cummings@localnews8.com	Bill Cummings	208-525-8888	0	No
KIFI Internal Promotion	marion.strother@localnews8.com	Marion Strother	208-525-8888	1	No
KIFI Employee Referral	marion.strother@localnews8.com	Marion Strother	208-525-8888	0	No
NPG (ADP Vantage)	tim.sportsman@npgco.com	Tim Sportsman	816-271-8650	0	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No
Media Match	www.media-match.com			0	No

5

Full-Time Vacancy EEO Information

Job Title of Vacancy: Account Executive Recruitment Source that referred the Hiree: Idaho Works
 Date Vacancy Opened: 10/13/2021 Total Number of Persons Interviewed for the Vacancy: 5
 Date Vacancy Filled: 4/18/2022

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?
Indeed.com	www.indeed.com			2	No
KIFI Website (ADP Vantage)	bill.cummings@localnews8.com	Bill Cummings	208-525-8888	0	No
KIFI Internal Promotion	marion.strother@localnews8.com	Marion Strother	208-525-8888	0	No
KIFI Employee Referral	marion.strother@localnews8.com	Marion Strother	208-525-8888	1	No
NPG (ADP Vantage)	tim.sportsman@npgco.com	Tim Sportsman	816-271-8650	0	No
Hire East Idaho	www.hireeastidaho.com	online		0	No
IdahoWorks	www.idahoworks.gov	Posted Online		2	No
Tvjobs.com	admin@ivjobs.com	Mark Holloway		0	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No

5

Full-Time Vacancy EEO Information

Job Title of Vacancy:

Weekend Anchor/MMJ

Recruitment Source that referred the Hiree:

Date Vacancy Opened:
Date Vacancy Filled:

10/13/2021
4/25/2022

Employee 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 Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
Indeed.com	www.indeed.com			0	No
KIFI Website (ADP Vantage)	bill.cummings@localnews8.com	Bill Cummings	208-525-8888	0	No
KIFI Internal Promotion	marion.strother@localnews8.com	Marion Strother	208-525-8888	1	No
KIFI Employee Referral	marion.strother@localnews8.com	Marion Strother	208-525-8888	2	No
NPG (ADP Vantage)	tim.sportsman@npgco.com	Tim Sportsman	816-271-8650	0	No
National Labor Exchange	www.usnlx.com	online		0	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No
Simply Hired	www.simplyhired.com	Posted Online		0	No
Idaho Works	www.idahoworks.gov	Posted Online		0	No
Media Match	www.media-match.com			0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No

3

Full-Time Vacancy EEO Information

Job Title of Vacancy: **Producer** Recruitment Source that referred the Hiree: **Employee Referral**
 Date Vacancy Opened: **10/13/2021**
 Date Vacancy Filled: **4/28/2022**
 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?
Indeed.com	www.indeed.com			3	No
KIFI Website (ADP Vantage)	bill.cummings@localnews8.com	Bill Cummings	208-525-8888	0	No
KIFI Internal Promotion	marion.strother@localnews8.com	Marion Strother	208-525-8888	1	No
KIFI Employee Referral	marion.strother@localnews8.com	Marion Strother	208-525-8888	1	No
NPG (ADP Vantage)	tim.sportsman@npgco.com	Tim Sportsman	816-271-8650	1	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		1	No
Simply Hired	www.simplyhired.com	Posted Online		1	No
Idaho Works	www.idahoworks.gov	Posted Online		0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy: Account Executive Recruitment Source that referred the Hiree: Handshake (BYU-ID)

Date Vacancy Opened: 9/7/2021 Total Number of Persons Interviewed for the Vacancy: 6

Date Vacancy Filled: 5/16/2022

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?
Indeed.com	www.indeed.com			3	No
KIFI Website (ADP Vantage)	bill.cummings@localnews8.com	Bill Cummings	208-525-8888	0	No
KIFI Internal Promotion	marion.strother@localnews8.com	Marion Strother	208-525-8888	0	No
KIFI Employee Referral	marion.strother@localnews8.com	Marion Strother	208-525-8888	0	No
NPG (ADP Vantage)	tim.sportsman@npgco.com	Tim Sportsman	816-271-8650	0	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		1	No
Hire East Idaho	www.hireeastidaho.com	online		0	No
Simply Hired	www.simplyhired.com	Posted Online		1	No
Idaho Works	www.idahoworks.gov	Posted Online		1	No

MENU OPTION ACTIVITIES

Station KIFI-TV, K34NC-D, and KXPI-LD have engaged in the following outreach activities during the year covered by this report:

Classification	Type of Activity	Brief Description
1	Job Fair Participation	Idaho Department of Labor Job Fair: 11/10/21; 11/17/21 Magid Fresh Faces: Fall 2021(online) 10/13/21
2	Job Fair Host	Broadcaster Sponsored Job Fair on 9/30/21: Planned, promoted and participated in this community job fair.
4	Station Tours/Community Groups	Tours given to public/organizations: 3/1/22 Caribou Ward Youth Group 3/3/22 Tristan Butler and Ellen Bailey 4/22/22 Watersprings Science Class 5/19/22 Idaho Falls High School Journalism Class
7	Scholarship Program	Participation in the ISBA Education Grants for current ISBA member station employees; may be used toward educational classes, seminars, workshops, conventions and programs which will increase the employee's knowledge of the broadcasting industry
10	University of Missouri Virtual College Campus Recruiting	March 16, 2022 Michael Fabac, Director of News & Marketing; Laura Clark, Chief People Officer; Bill Cummings, NPG of Idaho News Director participated in student interviews seeking candidates for employment at NPG stations. Students also got experience with real-world job interviews for media positions.
10	Educational Institution Sponsored	Morning Team: Emma Benson (Anchor), Dylan Carder (Anchor), and Jeff Roper (Weather Man) Visited broadcasting students at Madison Middle School on February 18, 2022

14	EEO Training	Joyce Johnson and Marion Strother participated in an hour long EEO training session on February 18, 2022, presented by legal counsel. Topics included background and updates on the current EEO regulatory environment for broadcasters; requirements of the FCC's EEO rule, including methods of ensuring equal employment opportunity and preventing discrimination; and practical considerations related to EEO programs for broadcasters.
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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.