EEO PUBLIC FILE REPORT

FOR

KIFI-TV and KXPI-LD IDAHO FALLS and POCATELLO, IDAHO & K34NC-D FISH CREEK, ETC., IDAHO

This EEO Public File Report Covers the One-Year Period Ending on MAY 31, 2021

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station KIFI-TV and K34NC-D's online public inspection files pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules. During the one-year period ending on MAY 31, 2021 the station employment unit filled the following full-time vacancies:

- 1. Producer
- 2. Account Executive
- 3. Multi-media Journalist/Anchor
- 4. Multi-media Journalist
- 5. Account Executive
- 6. Account Executive
- 7. News Director
- 8. Account Executive
- 9. Account Executive
- 10. Multi-media Journalist/Weather Anchor
- 11. Technical Director
- 12. Multi-media Journalist/Producer
- 13. Producer
- 14. Account Executive
- 15. Chief Engineer
- 16. Video Editor
- 17. Producer
- 18. Multi-media Journalist/Anchor
- 19. Weekend Weather Anchor/Multi-media Journalist
- 20. Anchor/Multi-media Journalist

The station interviewed a total of <u>55</u> 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:

Recruitment Source	Total Number of Interviewees Referred
KIFI Internal Promotion	2
KIFI Employee Referral	5
KIFI Website (ADPvantage)	7
NPG Website (ADPvantage)	5
TVJobs.com	3
TV News Check	4
Indeed.com	24
Handshake.com	0
Linked In	2
Ziprecruiter	1
Media Match	0
Journalismjobs.com	1
Society of Broadcast Engineers Job Board	1
Idaho Commerce & Labor	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.

Date Vacancy Opened:
Date Vacancy Filled: Job Title of Vacancy: 6/15/2020 2/25/2020 Producer referred the Hiree: Recruitment Source that

KIFI Website

Interviewed for the Vacancy: Total Number of Persons

	2				
No	1			www.ziprecruiter.com	Ziprecruiter
No	0			www.media-match.com	Media Match
No	0		Mark Holloway	admin@tvjobs.com	Tvjobs.com
No	0	816-271-8571	Mary Ann Felts	www.npgco.com	NPG (ADP Vantage)
No	0			joinhandshake.com	Handshake
No	0	208-525-8888	Nicole Opperman	nicole.opperman@localnews8.com	KIFI Employee Referral
No	0	208-525-8888	Nicole Opperman	nicole.opperman@localnews8.com	KIFI Internal Promotion
No	2	208-525-8888	Curtis Jackson	cjackson@localnews8.com	KIFI Website (ADP Vantage)
No	0			www.indeed.com	Indeed.com
Request Notification?	Vacancy	Phone Number	Contact Person	Web/Email Address	Name of Recruitment Source
Did the Source	by the Source of the Did the Source		-		
	Interviewees Referred				
	Total # of				

Job Title of Vacancy:

Date Vacancy Opened: Date Vacancy Filled:

7/13/2020 7/23/2020

Account Executive

Recruitment Source that

referred the Hiree: Total Number of Persons Interviewed for the Vacancy:

Indeed.com

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	JoinHandshake.com	Tvjobs.com	NPG (ADP Vantage)	KIFI Employee Referral	KIFI Internal Promotion	KIFI Website (ADP Vantage)	Indeed.com	Idano Commerce & Labor	Name of Kecruitment Source				
	www.joinhandshake.com	admin@tvjobs.com	www.npgco.com	nicole.opperman@localnews8.com	nicole.opperman@localnews8.com	cjackson@localnews8.com	www.indeed.com	idahofallsmail@labor.idaho.gov	Email Address				
	Posted Online	Mark Holloway	Mary Ann Felts	Nicole Opperman	Nicole Opperman	Curtis Jackson		Jinny	Contact Person				
			816-271-8571	208-525-8888	208-525-8888	208-525-8888		557-2500 x3557	Phone Number			-	
3	0	0	1	0	0	0	2	0	Vacancy	Source of the	Referred by the	Interviewees	Total # of
	No	No	No	No	No	No	No	No No	Notification?	Request	Did the Source		

Job Title of Vacancy: Multi-Media Journalist/Anchor

Date Vacancy Opened:
Date Vacancy Filled:

4/27/2020 8/3/2020

Recruitment Source that

referred the Hiree: Total Number of Persons Interviewed for the Vacancy:

Referral

7.0					
No.	0		Posted Online	www.joinhandshake.com	JoinHandshake.com
No	0		Mark Holloway	admin@tvjobs.com	Tvjobs.com
No	0	816-271-8571	Mary Ann Felts	www.npgco.com	NPG (ADP Vantage)
No	1	208-525-8888	Nicole Opperman	nicole.opperman@localnews8.com	KIFI Employee Referral
No	0	208-525-8888	Nicole Opperman	nicole.opperman@localnews8.com	KIFI Internal Promotion
No	0	208-525-8888	Curtis Jackson	cjackson@localnews8.com	KIFI Website (ADP Vantage)
No	0			www.indeed.com	Indeed.com
Notification?	Vacancy	Phone Number	Contact Person	Email Address	Name of Recruitment Source
Request	Source of the				
Did the Source	Referred by the				
	Interviewees				
	Total # of				

Job Title of Vacancy: Multi-Media Journalist

2/12/2020 8/17/2020

Date Vacancy Opened: Date Vacancy Filled:

Recruitment Source that referred the Hiree:
Total Number of Persons

Interviewed for the Vacancy:

NPG Website

6

	Journalism Jobs ht			1	NPG (ADP Vantage) w	ral		itage)		cruitment Source				
	https://www.journalismjobs.com/	www.media-match.com	joinhandshake.com	admin@tvjobs.com	www.npgco.com	nicole.opperman@localnews8.com	nicole.opperman@localnews8.com	cjackson@localnews8.com	www.indeed.com	Email Address	:			
				Mark Holloway	Mary Ann Felts	Nicole Opperman	Nicole Opperman	Curtis Jackson		Contact Person	!			
					816-271-8571	208-525-8888	208-525-8888	208-525-8888		Phone Number				
6	1	0	0	0	1	1	0	2	,	Vacancy	Source of the	Referred by the	Interviewees	Total # of
	No	No	No	No	No	No	No	No	No	Notification?	Request	Did the Source		

Job Title of Vacancy:

Account Executive

2/10/2020 8/17/2020

Date Vacancy Opened:
Date Vacancy Filled:

referred the Hiree: Recruitment Source that

Total Number of Persons Interviewed for the Vacancy:

Indeed.com

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	Tvjobs.com	NPG (ADP Vantage)	KIFI Employee Referral	KIFI Internal Promotion	KIFI Website (ADP Vantage)	Indeed.com	Name of Kecruiment Source				
	admin@tvjobs.com	www.npgco.com	nicole.opperman@localnews8.com	nicole.opperman@localnews8.com	cjackson@localnews8.com	www.indeed.com	Email Address	; ;			
	Mark Holloway	Mary Ann Felts	Nicole Opperman	Nicole Opperman	Curtis Jackson		Contact Person			_	
		816-271-8571	208-525-8888	208-525-8888	208-525-8888		Phone Number				
3	0	0	0	0	1	2	Vacancy	Source of the	Referred by the	Interviewees	Total # of
	No	No	No	No	No	No	Notification?	Request	Did the Source		

Job Title of Vacancy:

Date Vacancy Opened: Date Vacancy Filled:

6/5/2020 8/20/2020

Account Executive

Recruitment Source that

referred the Hiree: Total Number of Persons

Indeed.com

Interviewed for the Vacancy:

INO	- -			THE THE PARTY OF T	
	٦			www.media-match.com	Media Match
	0	816-271-8571	Mary Ann Felts	www.npgco.com	NPG (ADP Vantage)
	0	208-525-8888	Nicole Opperman	nicole.opperman@localnews8.com	KIFI Employee Referral
No	0	208-525-8888	Nicole Opperman	nicole.opperman@localnews8.com	KIFI Internal Promotion
No	0	208-525-8888	Curtis Jackson	cjackson@localnews8.com	KIFI Website (ADP Vantage)
No	1			www.indeed.com	Indeed.com
Notification?	Vacancy	Phone Number	Contact Person	Email Address	Name of Recruitment Source
he Request	Source of the				
the Did the Source	Referred by the				
Ň	Interviewees				
	Total # of				

Date Vacancy Opened: Date Vacancy Filled: Job Title of Vacancy: 7/8/2020 9/21/2020

News Director

Recruitment Source that referred the Hiree:
Total Number of Persons

Interviewed for the Vacancy:

TVNewsCheck

	TVNewsCheck	Name of Recruitment Source
	https://tvnewscheck.com/	Email Address
		Contact Person
		Phone Number
4	4	Total # of Interviewees Referred by the Source of the Vacancy
	No	Did the Source Request Notification?

Job Title of Vacancy:

Date Vacancy Opened: Date Vacancy Filled:

9/1/2020 12/9/2020

Account Executive

Recruitment Source that

referred the Hiree: Total Number of Persons

Indeed.com

Interviewed for the Vacancy:

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	3				
No	0			www.media-match.com	Media Match
No	0	816-271-8571	Mary Ann Felts	www.npgco.com	NPG (ADP Vantage)
No	0	208-525-8888	Nicole Opperman	nicole.opperman@localnews8.com	KIFI Employee Referral
No	0	208-525-8888	Nicole Opperman	nicole.opperman@localnews8.com	K.H.I Internal Promotion
No	0	208-525-8888	Curtis Jackson	cjackson@localnews8.com	KIFI Website (ADP Vantage)
No	S			www.indeed.com	Indeed.com
Notification?	Vacancy	Phone Number	Contact Person	Email Address	Name of Recruitment Source
Request	Source of the		•		Promo of Donniture of Comments
Did the Source	Referred by the				
	Interviewees				
	Total # of				

Job Title of Vacancy:

Date Vacancy Opened: Date Vacancy Filled:

9/1/2020 1/4/2021

Account Executive

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

Indeed.com

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	Media Match	NPG (ADP Vantage)	KIFI Employee Referral	KIFI Internal Promotion	KIFI Website (ADP Vantage)	Indeed.com	Name of Recruiment Source	Views of Danie			
	www.media-match.com	www.npgco.com	nicole.opperman@localnews8.com	nicole.opperman@localnews8.com	cjackson@localnews8.com	www.indeed.com	Email Address	:			
		Mary Ann Felts	Nicole Opperman	Nicole Opperman	Curtis Jackson		Contact Person				
		816-271-8571	208-525-8888	208-525-8888	208-525-8888		Phone Number				
3	0	0	0	0	0	3	Vacancy	Source of the	Referred by the	Interviewees	Total # of
	No	No	No	No	No	No	Notification?	Request	Did the Source		

Job Title of Vacancy: Weekend Weather Anchor/MMJ

Date Vacancy Opened: Date Vacancy Filled: 7/4/2020 1/13/2021

referred the Hiree: Recruitment Source that

Interviewed for the Vacancy: Total Number of Persons

Indeed.com

	Linked In	Tvjobs.com	JoinHandshake.com	NPG (ADP Vantage)	KlFl Employee Referral	KIFI Internal Promotion	KIFI Website (ADP Vantage)	Indeed.com	Name of Recruitment Source
	linkedin.com	admin@tvjobs.com	www.joinhandshake.com	www.npgco.com	nicole.opperman@localnews8.com	nicole.opperman@localnews8.com	cjackson@localnews8.com	www.indeed.com	Email Address
		Mark Holloway	Posted Online	Mary Ann Felts	Nicole Opperman	Nicole Opperman	Curtis Jackson		Contact Person
				816-271-8571	208-525-8888	208-525-8888	208-525-8888		Phone Number
4	1	0	0	1	1	0	0	1	Total # of Interviewees Referred by the Source of the Vacancy
	No	No	No	No	No	No	No	No	Did the Source Request Notification?

Job Title of Vacancy:

Technical Director

12/22/2020 2/1/2021

Date Vacancy Opened: Date Vacancy Filled:

Recruitment Source that

referred the Hiree:
Total Number of Persons
Interviewed for the Vacancy:

Indeed.com

	4				
No	0		Mark Holloway	admin@tvjobs.com	Tvjobs.com
No	0	816-271-8571	Mary Ann Felts	www.npgco.com	NPG (ADP Vantage)
No	0	208-525-8888	Nicole Opperman	nicole.opperman@localnews8.com	KIFI Employee Referral
No	0	208-525-8888	Nicole Opperman	nicole.opperman@localnews8.com	KIFI Internal Promotion
No	0	208-525-8888	Curtis Jackson	cjackson@localnews8.com	KIFI Website (ADP Vantage)
No	1			www.indeed.com	Indeed.com
Notification?	Vacancy	Phone Number	Contact Person	Email Address	Name of Recruitment Source
Request	Source of the			:	
Did the Source	Referred by the				
	Interviewees				
	Total # of				

Job Title of Vacancy: Multi-Media Journalist/Producer

1/10/2021 2/23/2021

Date Vacancy Opened: Date Vacancy Filled:

Recruitment Source that

referred the Hiree:
Total Number of Persons
Interviewed for the Vacancy:

KIFI Website

Interviewed for the Vacancy:

Source Email Address Contact Person Phone Number www.indeed.com /antage) cjackson@localnews8.com Curtis Jackson on marion.strother@localnews8.com Marion Strother ral marion.strother@localnews8.com Marion Strother yww.npgco.com Mary Ann Felts 816-271-8571 joinhandshake.com www.media-match.com Admin@tvjobs.com Mark Holloway		1				
Source Email Address Contact Person Phone Number Vacancy Interviewees Referred by the Source of the Vacancy Variage) cjackson@localnews8.com Curtis Jackson 208-525-8888 1 ral marion.strother@localnews8.com Marion Strother 208-525-8888 0 www.npgco.com Mary Ann Felts 816-271-8571 0 www.media-match.com 0 www.media-match.com 0 interviewees Referred by the Source of the Vacancy 0 Referred by the Source of the Vacancy 0 and 0 interviewees Referred by the Source of the Vacancy 0 Adams Strother 208-525-8888 1 interviewees Referred by the Source of the Vacancy 0 and 0 interviewees Referred by the Source of the Vacancy 0 and 0 interviewees Referred by the Source of the Vacancy 0 and 0 interviewees Referred by the Source of the Vacancy 0 and 0 interviewees Referred by the Source of the Vacancy 0 and 0 interviewees Referred by the Source of the Vacancy 0 and 0 interviewees Referred by the Source of the Vacancy 0 and 0 interviewees Referred by the Source of the Vacancy 0 and 0 interviewees Referred by the Source of the Vacancy 0 and 0 interviewees Referred by the Source of the Vacancy 0 and 0 interviewees Referred by the Source of the Vacancy 0 and 0 interviewees Referred by the Source of the Vacancy 0 and 0 interviewees Referred by the Source of the Vacancy 0 and 0 interviewees Referred by the Source of the Vacancy 0 interviewees Referred by the Source of the Vacancy 0 interviewees Referred by the Source of the Vacancy 0 interviewees Referred by the Source of the Vacancy 0 interviewees Referred by the Source of the Vacancy 0 interviewees Referred by the Source of the Vacancy 0 interviewees Referred by the Source of the Vacancy 0 interviewees Referred by the Source of the Vacancy 0 interviewees Referred by the Source of the Vacancy 0 interviewees Referred by the Source of the Vacancy 0 interviewees Referred by the Source of the Vacancy 0 interviewees Referred by the Source of the Vacancy 0 interviewees Referred by the Source of the Vacancy 0 interviewees Referred by the Sou	No	0		Mark Holloway	admin@tvjobs.com	Tvjobs.com
Source Email Address Contact Person Phone Number Vacancy Vantage) cjackson@localnews8.com Curtis Jackson 208-525-8888 1 ral marion.strother@localnews8.com Marion Strother 208-525-8888 0 www.npgco.com Mary Ann Felts 816-271-8571 0	No	0			www.media-match.com	Media Match
Source Email Address Contact Person Phone Number Vacancy // antage) cjackson@localnews8.com Curtis Jackson 208-525-8888 1 marion.strother@localnews8.com Marion Strother 208-525-8888 0 www.npgco.com Mary Ann Felts 816-271-8571 0	No	0			joinhandshake.com	Handshake
urce Email Address Contact Person Phone Number Vacancy www.indeed.com tage) cjackson@localnews8.com Curtis Jackson marion.strother@localnews8.com Marion Strother 208-525-8888 0 marion.strother@localnews8.com Marion Strother 208-525-8888 0	No	0		Mary Ann Felts	www.npgco.com	NPG (ADP Vantage)
rurce Email Address Contact Person Phone Number Vacancy www.indeed.com Curtis Jackson 208-525-8888 1 marion.strother@localnews8.com Marion Strother 208-525-8888 0	No	0	208-525-8888	Marion Strother	marion.strother@localnews8.com	KIFI Employee Referral
Total # of Interviewees Referred by the Source of the www.indeed.com cjackson@localnews8.com Curtis Jackson 208-525-8888	No	0	208-525-8888	Marion Strother	marion.strother@localnews8.com	KIFI Internal Promotion
Email Address Email Address Contact Person Www.indeed.com Contact Person Phone Number Vacancy 0	No	1	208-525-8888	Curtis Jackson	cjackson@localnews8.com	KIFI Website (ADP Vantage)
Email Address Total # of Interviewees Referred by the Source of the Vacancy	No	0			www.indeed.com	Indeed.com
I otal # of Interviewees Referred by the Source of the	Notification?	Vacancy	Phone Number	Contact Person	Email Address	Name of Recruitment Source
he	Request	Source of the			1	
Total # of Interviewees	Did the Source	Referred by the				
Total # of		Interviewees				
3		Total # of				

Job Title of Vacancy: Producer

1/6/2021 2/23/2021

Date Vacancy Opened:
Date Vacancy Filled:

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

Indeed.com

140	1 0				
No.	0			www.media-match.com	Media Match
No	0	ï	Mark Holloway	admin@tvjobs.com	Tvjobs.com
No	0		Posted Online	www.joinhandshake.com	JoinHandshake.com
No	0	816-271-8571	Mary Ann Felts	www.npgco.com	NPG (ADP Vantage)
No	0	208-525-8888	Marion Strother	marion.strother@localnews8.com	KIFI Employee Referral
No	0	208-525-8888	Marion Strother	marion.strother@localnews8.com	KIFI Internal Promotion
No	0	208-525-8888	Curtis Jackson	cjackson@localnews8.com	KIFI Website (ADP Vantage)
No	1			www.indeed.com	Indeed.com
Notification?	Vacancy	Phone Number	Contact Person	Email Address	Name of Recruiment Source
Request	Source of the			11	Transfer in the second
Did the Source	Referred by the				
	Interviewees				
	Total # of			***	

Job Title of Vacancy:

Account Executive

2/10/2020 3/8/2021

Date Vacancy Opened: Date Vacancy Filled:

Recruitment Source that

referred the Hiree:
Total Number of Persons

Referral

Interviewed for the Vacancy:

			•		
No	0		Mark Holloway	admin@tvjobs.com	Tvjobs.com
No	0			www.media-match.com	Media Match
No	0	816-271-8571	Mary Ann Felts	www.npgco.com	NPG (ADP Vantage)
No	1	208-525-8888	Nicole Opperman	nicole.opperman@localnews8.com	KIFI Employee Referral
No	0	208-525-8888	Nicole Opperman	nicole.opperman@localnews8.com	KIFI Internal Promotion
No	0	208-525-8888	Curtis Jackson	cjackson@localnews8.com	KIFI Website (ADP Vantage)
No	0			www.indeed.com	Indeed.com
Notification?	Vacancy	Phone Number	Contact Person	Email Address	Name of Recruitment Source
Request	Source of the) }
Did the Source	Referred by the				
	Interviewees				
	Total # of				

Job Title of Vacancy:

Date Vacancy Opened: Date Vacancy Filled:

12/31/2020 4/5/2021

Chief Engineer

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

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Indeed.com

	Tyjobs.com	Society of Broadcast Engineers	NPG (ADP Vantage)	KIFI Employee Referral	KLF1 Internal Promotion	KIFI Website (ADP Vantage)	Indeed.com	Name of Recruitment Source				
	admin@tvjobs.com	www.sbe.org/sections/jobs_online.php	www.npgco.com	marion.strother@localnews8.com	marion.strother@localnews8.com	cjackson@localnews8.com	www.indeed.com	Email Address				
	Mark Holloway	Posted Online	Mary Ann Felts	Marion Strother	Marion Strother	Curtis Jackson		Contact Person				
			816-271-8571	208-525-8888	208-525-8888	208-525-8888		Phone Number		•		
8	0	1	1	1	0	0	5	Vacancy	Source of the	Referred by the	Interviewees	Total # of
	No	No	No	No	No	No	No	Notification?	Request	Did the Source		

Job Title of Vacancy:

Video Editor

2/25/2021

Date Vacancy Opened:

Date Vacancy Filled:

4/5/2021

Recruitment Source that referred the Hiree:
Total Number of Persons

Interviewed for the Vacancy:

2

Indeed.com

	2				
No	0		Posted Online	www.joinhandshake.com	JoinHandshake.com
No	0		Mark Holloway	admin@tvjobs.com	Tvjobs.com
No	0			www.media-match.com	Media Match
No	0	816-271-8571	Mary Ann Felts	www.npgco.com	NPG (ADP Vantage)
No	0	208-525-8888	Marion Strother	marion.strother@localnews8.com	KIFI Employee Referral
No	0	208-525-8888	Marion Strother	marion.strother@localnews8.com	K.H.I Internal Promotion
No	0	208-525-8888	Curtis Jackson	cjackson@localnews8.com	KIFI Website (ADP Vantage)
No	2			www.indeed.com	Indeed.com
Notification?	Vacancy	Phone Number	Contact Person	Email Address	Name of Nect millent Source
Request	Source of the		1		Name of Boomstoness Comme
Did the Source	Referred by the				
	Interviewees		_		
	Total # of				70.70

Job Title of Vacancy: Producer

Recruitment Source that referred the Hiree:

Date Vacancy Opened: 3/4/2021

Total Number of Persons

Interviewed for the Vacancy:

Internal

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Date Vacancy Filled: 4/26/2021

, ,					
No	0		Posted Online	www.joinhandshake.com	JoinHandshake.com
No	1		Mark Holloway	admin@tvjobs.com	l vjobs.com
No	0			www.media-match.com	Media Match
No	0	816-271-8571	Mary Ann Felts	www.npgco.com	NFG (ADF Vantage)
No	0	208-525-8888	Marion Strother	marion.strother@localnews8.com	ALL Employee Kelerral
No	<u> </u>	208-525-8888	Marion Strother	marion.strother@localnews8.com	VIET E Tomotion
No	0	208-525-8888	Curtis Jackson	cjackson@localnews8.com	KIFI Website (ADP Vantage)
No	1			www.indeed.com	IIIdeed.com
Notification?	Vacancy	Phone Number	Contact Person	Email Address	Indeed com
Request	Source of the				Name of Boomstmont Course
Did the Source	Referred by the				
	Interviewees				
	Total # of				

Job Title of Vacancy: Multi-Media Journalist/Anchor Recruitment Source that

referred the Hiree:

Date Vacancy Opened: 7/4/2020

Total Number of Persons

Interviewed for the Vacancy:

Indeed.com

0

5/10/2021

Date Vacancy Filled:

				Total # of	
				Interviewees	
				Referred by the	Did the Source
				Source of the	Request
Name of Recruitment Source	Email Address	Contact Person	Phone Number	Vacancy	Notification?
Indeed.com	www.indeed.com			1	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
KIFI Internal Promotion	nicole.opperman@localnews8.com	Nicole Opperman	208-525-8888	0	No
KIFI Employee Referral	nicole.opperman@localnews8.com	Nicole Opperman	208-525-8888	0	No
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	0	No
Media Match	www.media-match.com			0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		,	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No
				2	

Job Title of Vacancy: Weekend Weather Anchor/MMJ

Date Vacancy Opened: 11/30/2020

Date Vacancy Filled:

:

5/24/2021

Recruitment Source that

referred the Hiree:

Total Number of Persons
Interviewed for the Vacancy:

Linked In

2

	JoinHandshake.com	Linked In	Tvjobs	Media Match	NPG (ADP Vantage)	KIFI Employee Referral	KIFI Internal Promotion	KIFI Website (ADP Vantage)	Indeed.com	Name of Recruitment Source
	www.joinhandshake.com	linkedin.com	admin@tvjobs.com	www.media-match.com	www.npgco.com	nicole.opperman@localnews8.com	nicole.opperman@localnews8.com	cjackson@localnews8.com	www.indeed.com	Email Address
	Posted Online	Posted Online	Mark Holloway		Mary Ann Felts	Nicole Opperman	Nicole Opperman	Curtis Jackson		Contact Person
					816-271-8571	208-525-8888	208-525-8888	208-525-8888		Phone Number
2	0		0	0	0	0	0	1	0	Total # of Interviewees Referred by the Source of the Vacancy
	No	No	No	No	No	No	No	No	No	Did the Source Request Notification?

Job Title of Vacancy:

Anchor/Multi-media Journalist

Recruitment Source that

Date Vacancy Opened:

3/4/2021

referred the Hiree:
Total Number of Persons

Interviewed for the Vacancy:

Internal

w

Date Vacancy Filled:

5/31/2021

	JoinHandshake.com	Linked In	lyjobs	Media Match	NPG (ADP Vantage)	KIFI Employee Referral	KIFI Internal Promotion	KIFI Website (ADP vantage)	muced.com	Indood com	Name of Recruitment Source					
	www.joinhandshake.com	linkedin.com	admin@tvjobs.com	www.media-match.com	www.npgco.com	marion.strother@localnews8.com	marion.strother@localnews8.com	cjackson@localnews8.com	www.indeed.com		Email Address					
	Posted Online	Posted Online	Mark Holloway		Mary Ann Felts	Marion Strother	Marion Strother	Curtis Jackson		COTTON I STROIT	Contact Darson					
					816-271-8571	208-525-8888	208-525-8888	208-525-8888		T TOTTO TAUTITOUT	Dhone Nimhon					
3	0	0	1	0	1	0	1	0	0	are vacancy	the Vicency	Referred by the Source of Request	Total # of Interviewees			
	No	No	No	No	No	No	No	No	No	INOUTHCALLOH?	PTotice	Request	Did the Source			

MENU OPTION ACTIVITIES

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

Activity Classification	Type of Activity	Brief Description
10	Arizona State University Virtual College Campus Recruiting	March 1 st – 2 nd 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	Syracuse University Virtual College Campus Recruiting	March 8 th – 9 th 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	University of Missouri Virtual College Campus Recruiting	March 11 th – 12 th 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.

7	Scholarship program	Participation in the Idaho State Broadcasters Association Education Grant for current ISBA member station employees by announcing to employees when available; General Manager is a board member and involved in the evaluation and selection of the recipient; may be used toward educational classes, seminars, workshops, conventions, and programs which will increase the employee's knowledge of the broadcasting industry.
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No public appearances or station tours due to Covid-19 restrictions

- * 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;
 - Hosting of at least one job fair;
 - 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:
 - 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);
 - Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
 - Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
 - 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;
 - 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 per
 - 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.