

**KPVI**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2019 thru May 31, 2020**

**I. VACANCY LIST**

See **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 Hires</b> |
|---------------------------------------|---|---------------------------|
| Account Executive                     | 1, 2, 3, 5, 9, 13, 15, 17, 19, 20, 23, 26, 27, 28           | 3                         |
| Weather Anchor/Multi-Media Journalist | 1, 2, 3, 4, 5, 8, 9, 10, 13, 15, 17, 19, 20, 22, 26, 27, 28 | 22                        |
| Multi-Media Journalist                | 1, 2, 3, 4, 5, 8, 9, 13, 15, 17, 18, 19, 20, 26, 27, 28     | 3                         |

**KPVI**

**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

| RS Number | RS Information  | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|-----------|---|---|---|
| 1         | TVjobs.com<br>PO Box 4116<br>Oceanside, CA 92052<br>Phone: (760) 754-8177<br><a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>  | N   | 2   |
| 2         | KPVI.com website  | N   |   |
| 3         | Employee Referrals  | N   | 12  |
| 4         | University of Montana School of Journalism<br>Don Anderson Hall<br>32 Campus Dr.<br>Missoula, MT 59812<br>Phone: (406) 243-4001<br>Fax: (406) 243-5369<br><a href="mailto:journalism@mso.umt.edu">journalism@mso.umt.edu</a> ;<br><a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> | N   |   |
| 5         | Idaho Department of Labor<br>430 N. 5 <sup>th</sup> Ave.<br>P.O. Box 4087<br>Pocatello, ID 83205-4087<br>Phone: (208) 236-6710<br>Fax: (208) 232-0865<br><a href="http://www.idahoworks.gov">www.idahoworks.gov</a>   | N   |   |
| 6         | Craigslist.com (Pay per Post)<br>1381 90 <sup>th</sup> Avenue<br>San Francisco, CA 94112<br>Phone: (415) 566-6394   | N   |   |
| 7         | Spots & Dots (Pay per Post)<br><a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a>   | N   |   |
| 8         | Northern Vermont University<br>(Lyndon State College)<br>PO Box 919<br>1001 College RD<br>Lyndonville, VT 00851<br>1-800-225-1998<br><a href="https://www.collegecentral.com/northernvermont/">https://www.collegecentral.com/northernvermont/</a>  | N   |   |
| 9         | Indeed<br><a href="http://www.Indeed.com">www.Indeed.com</a>  | N   | 3   |
| 10        | Atmospheric Sciences<br>University of Utah<br>William Browning building<br>135 S. 1460 E. Room 819<br>Salt Lake City, UT 84112-0102   | N   |   |

| RS Number                                      | RS Information  | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|--|---|---|---|
|  | 801-581-6136<br>Michelle Brooks <a href="mailto:michelle.brooks@utah.edu">michelle.brooks@utah.edu</a> ;<br><a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>     |   |   |
| 11   | Birschbach Recruitment Network (Pay per Post)<br>Db MediaRecruiter.com<br>9457 So. University #303<br>Highlands Ranch, CO 80126   | N   |   |
| 12   | LinkedIn (Pay per Post)<br>2029 Stierlin Court<br>Mountain View, CA 94043<br><a href="http://www.linkedin.com">www.linkedin.com</a>   | N   | 1   |
| 13   | Idaho State University<br>Museum Building, Rm 418<br>Campus Stop 8108<br>Pocatello, ID 83209<br>208-282-2380<br><a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> | N   |   |
| 14   | Ladders Inc<br>55 Water St.<br>New York City, NY<br>866-292-7083<br><a href="http://www.theladders.com">www.theladders.com</a>  | N   |   |
| 15   | Mediamatch.com<br><a href="http://www.media-match.com">www.media-match.com</a>  | N   |   |
| 16   | RBR & TVBR Classifieds (Pay per Post)<br><a href="http://www.RBR.com">www.RBR.com</a>   | N   |   |
| 17   | KPVI Facebook Page<br><a href="https://www.facebook.com/kpvi6/">https://www.facebook.com/kpvi6/</a>   | N   |   |
| 18   | Job Fairs   | N   | 1   |
| 19   | Internal Posting/Candidate  | N   |   |
| 20   | East Idaho Jobs Network - Facebook<br><a href="https://www.facebook.com/groups/284016148392553/?fref=nf">https://www.facebook.com/groups/284016148392553/?fref=nf</a>                       | N   |   |
| 21   | Rick Gevers & Associates (Pay per Post)<br><a href="mailto:rick@rickgevers.com">rick@rickgevers.com</a>   | N   |   |
| 22   | Walk In/Self-Referral   | N   | 1   |
| 23   | Non-Employee Referrals  | N   | 1   |
| 24   | On-Air Announcements  | N   |   |
| 25   | Idaho State Journal (Pay per Post)<br><a href="http://www.idahostatejournal.com">www.idahostatejournal.com</a>  | N   |   |
| 26   | MediaLine<br><a href="https://medialinetalent.com/">https://medialinetalent.com/</a>  | N   |   |
| 27   | Idaho State Broadcasters Association<br><a href="mailto:isba@questoffice.net">isba@questoffice.net</a> &<br><a href="http://www.idahobroadcasters.org">www.idahobroadcasters.org</a>        | N   |   |
| 28   | Careerpage.org<br><a href="http://www.careerpage.org">www.careerpage.org</a>  | N   |   |
| <b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b> |   | 21  |   |

### III. RECRUITMENT INITIATIVES

|          | <b>TYPE OF RECRUITMENT INITIATIVE<br/>(MENU SELECTION)</b>   | <b>BRIEF DESCRIPTION OF ACTIVITY</b>  |
|----------|--|---|
| <b>1</b> | Co-sponsor Job Fair  | On August 22, 2019, the SEU's General Manager, Business Manager, Local Sales Manager, Chief Engineer, News Director, and Creative Services Director participated in and co-sponsored the Idaho State University's Part Time and Internship Job Fair at the Idaho State University Student Union Building. The purpose of the fair was to provide an opportunity for attendees to seek employment and learn about careers in broadcasting. Station personnel in attendance had substantial responsibility in making of hiring decisions and explained available positions and job requirements in detail to attendees.   |
| <b>2</b> | Participate in Job Fair  | On September 19, 2019, the SEU's Business Manager, General Manager, Local Sales Manager, and Creative Services Director participated in and promoted the Idaho State University's College of Business Career Fair at the Idaho State University Student Union Building. The purpose of the fair was to provide an opportunity for attendees to seek employment and learn about careers in broadcasting. Station personnel in attendance had substantial responsibility in making of hiring decisions and explained available positions and job requirements in detail to attendees.   |
| <b>3</b> | Co-sponsor Job Fair  | On February 19, 2020, the SEU's General Manager, Business Manager, Local Sales Manager, News Director, Creative Services Director, and Sales Assistant participated in and co-sponsored the Idaho State University's Spring Career Fair at the Idaho State University Student Union Building. The purpose of the fair was to provide an opportunity for attendees to seek employment and learn about careers in broadcasting. Station personnel in attendance had substantial responsibility in making of hiring decisions and explained available positions and job requirements in detail to attendees.   |
| <b>4</b> | Training to Management Level Personnel   | On August 21, 2019, SEU's Business Manager attended an employer seminar on Respectful Workplace Training at Idaho Department of Labor. The seminar discussed workplace harassment, bullying, and discrimination. On October 1st, 2nd, and 3rd, 2019 and November 5th and 6th, 2019 SEU's General Manager, Local Sales Manager and Sales staff were provided digital training by Vici Media LLC. On November 21, 2019, SEU's General Manager, Tony Kahl attended a political training webinar hosted by Idaho State Broadcasters Association. On March 10, 2020 SEU's General Manager and Traffic Assistant attended a political training webinar hosted by Cox Media Group and outside attorneys. The training seminars improve employee's skill set to grow their careers into advanced positions. |
| <b>5</b> | Establish a mentoring program designed to enable station personnel to acquire skills that could qualify them for higher level positions. | The SEU has established a training program to enable station personnel to acquire skills that could qualify them for higher level positions. Under the direction of the News Director, this program provides training to staff that is learning advanced procedures in the production and delivery of newscasts. Two employees involved during Q2 2020 are Deanne Coffin and Gabe Fisher.   |

|    |   |   |
|----|---|---|
| 6  | Participate in activity/event for or on behalf of an educational institution relating to careers in broadcasting. | On October 16, 2019 SEU's Meteorologist/Anchor spoke at the Pocatello High School Career Fair about careers in Journalism and Meteorology. On November 6, 2019 SEU's Anchor/Journalist, Deanne Coffin, judged a soup contest for Blackfoot High School and Athletics where she had the opportunity to discuss her career in Journalism and anchoring the news. On February 18, 2020 SEU's Chief Meteorologist spoke at Mountain Valley Elementary about his career in Meteorology, the weather and weather related trivia. On February 27, 2020, SEU's Meteorologist/Anchor spoke at Shoshone-Bannock High School about his career in Meteorology and climate change. On May 6, 2020, SEU's Local Sales Manager virtually spoke and judged AAF National Student Advertising Competition at Idaho State University. Staff provides students with guidance, and information related to careers in broadcasting. |
| 7  | (Sponsorship) of events in the community re employment opportunities in broadcast                                 | SEU's General Manager, is a member on the CommUniversity Top Cats committee. In this role, he speaks regularly about careers in TV broadcasting and available positions and assists Idaho State University with community outreach.   |
| 8  | (Sponsorship) of events in the community re employment opportunities in broadcast.                                | SEU's General Manager, Tony Kahl, is a member of the Pocatello Rotary Club. In this role, he has the opportunity to speak about careers in Broadcast Television.  |
| 9  | (Sponsorship) of events in the community re employment opportunities in broadcast.                                | SEU's General Manager, Tony Kahl, is on the board of United Way of Southeastern Idaho. In this role, he has the opportunity to speak about careers in Broadcast Television.   |
| 10 | (Sponsorship) of events in the community re employment opportunities in broadcast.                                | SEU's Local Sales Manager, Amber Koppenberger (Alder) is the treasurer for the board of the Pocatello Advertising Federation and on the board of directors for the Idaho Advertising Federation. In this role, she has the opportunity to speak about careers in Advertising and Broadcast Television.  |
| 11 | (Sponsorship) of events in the community re employment opportunities in broadcast.                                | SEU's Local Sales Manager, Amber Koppenberger (Alder) is the director for the non-profit Drive for the Cure. In this role, she helps to raise money to help women who can't afford mammograms get screened and has the opportunity to speak about careers in Advertising and Broadcast Television.  |
| 12 | (Sponsorship) of events in the community re employment opportunities in broadcast.                                | SEU's Local Sales Manager, Amber Koppenberger (Alder) is on the board for the Portneuf Greenway Foundation. In this role, she has the opportunity to speak about careers in Advertising and Broadcast Television.   |
| 13 | (Sponsorship) of events in the community re employment opportunities in broadcast.                                | SEU's Local Sales Manager, Amber Koppenberger (Alder) is on the board for Kind Community. In this role, she has the opportunity to speak about careers in Advertising and Broadcast Television.   |
| 14 | (Sponsorship) of events in the community re employment opportunities in broadcast                                 | SEU's Account Executive, Jeremy Farthing is on the board of directors for the Idaho Falls Advertising Federation. In this role, he has the opportunity to speak about careers in Advertising and Broadcast Television.  |
| 15 | (Sponsorship) of events in the community re employment opportunities in broadcast.                                | SEU's General Manager, Tony Kahl and Account Executive, Dorothy Nelson are members of the Pocatello Advertising Federation. In this role, they have the opportunity to speak about careers in Advertising and Broadcast Television.   |

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|-----------|--|--|
| <b>16</b> | (Sponsorship) of events in the community re employment opportunities in broadcast. | SEU's Anchor, Marlise Irby, volunteered at Zoo Idaho Roar and Pour event on June 15, 2019. In this role, she had the opportunity to speak about her career as a news anchor and Broadcast Television.  |
| <b>17</b> | (Sponsorship) of events in the community re employment opportunities in broadcast. | SEU's Anchor, Marlise Irby, emceed Steppin' for Life 5k Fun Run on August 3, 2019. In this role, she had the opportunity to speak about her career as a news anchor and Broadcast Television.  |
| <b>18</b> | (Sponsorship) of events in the community re employment opportunities in broadcast. | SEU's News Director/Anchor, Matt Davenport spoke at the Rotary Club of Pocatello's Challenges and Trends in Local News Coverage on October 17, 2019. In this role, he had the opportunity to speak about his career as a news anchor and Broadcast Television.   |
| <b>19</b> | (Sponsorship) of events in the community re employment opportunities in broadcast. | SEU's News Director/Anchor, Matt Davenport and Anchor, Marlise Irby emceed the Great Idaho Falls Chamber of Commerce Business of Distinction Awards on November 1, 2019. In this role, they had the opportunity to speak about their careers as news anchors and Broadcast Television.   |
| <b>20</b> | (Sponsorship) of events in the community re employment opportunities in broadcast. | SEU's News Director/Anchor, Matt Davenport emceed the Idaho Non-profit Center's Eastern Idaho Philanthropy Day awards luncheon on November 12, 2019. In this role, he had the opportunity to speak about his career as a news anchor and Broadcast Television.   |
| <b>21</b> | (Sponsorship) of events in the community re employment opportunities in broadcast. | SEU's News Director/Anchor, Matt Davenport emceed the Salvation Army's Red Kettle Kickoff fundraiser dinner on November 16, 2019. In this role, he had the opportunity to speak about his career as a news anchor and Broadcast Television.  |
| <b>22</b> | (Sponsorship) of events in the community re employment opportunities in broadcast. | From May 22, 2019 through August 28, 2019, Idaho Broadcast Partners (KPVI) co-sponsored weekly events for Revive @ 5. SEU's Chief Meteorologist, Doug Iverson broadcasted live from multiple events and had the opportunity to speak about careers in Meteorology and Broadcast Television.  |
| <b>23</b> | Employment Outreach  | The employment unit provided members of local education groups as well as members of the community access to the station through tours and provided information related to the station, the industry and the jobs that lead to a career in broadcasting. From June 1, 2019 through May 31, 2020, SEU conducted 4 separate tours where the general public and educational groups are educated on station operations, various positions, and career options. |