

## **KBOI-TV/KYUU-LD**

### **2012-2013 ANNUAL EEO PUBLIC FILE REPORT**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Human Resources Unit that is comprised of the following stations: KBOI-TV/KYUU-LP and is required to be placed in the public inspection files of these stations, and posted on their Websites.

The information contained in this Report covers the time period beginning June 1, 2012 to May 31, 2013 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC Rules.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

## ANNUAL EEO PUBLIC FILE REPORT

COVERING THE PERIOD: June 1, 2012 - May 31, 2013

STATION[S]: KBOI-TV/KYUU-LD

## FULL-TIME JOB VACANCIES LIST

## Section I: Vacancy Information

	Full-time Vacancies Filled	Recruitment Source of Hiree	Date Position Opened	Date Position Closed	Total # of Interviewees from All Sources for this Vacancy
1	General Sales Manager (692)	Employee Referral	7/3/2013	8/13/2012	6
2	News Director (693)	Employee Referral	7/3/2012	11/20/2012	5
3	General Manager (696)	Internal Promotion	7/10/2012	8/1/2012	1
4	Multi-Media Journalist (712)	Employee Referral	7/20/2012	9/17/2012	5
5	Creative Services Producer (723)	Employee Referral	8/6/2012	11/21/2012	7
6	Account Executive (757)	Indeed.com	9/15/2012	11/8/2012	5
7	Editor (761)	Internal Promotion	9/15/2012	9/17/2012	1
8	Multi-media Journalist (774)	Fisher Comm website	10/11/2012	10/25/2012	5
9	Anchor- Senior (794)	Agent	10/10/2012	11/2/2012	4
10	Administrative Assistant (812)	Indeed.com	10/30/2012	11/27/2012	5
11	Account Executive (821)	Employee Referral	11/15/2012	3/7/2013	8
12	National Sales Manager (825)	Employee Referral	11/20/2012	1/6/2013	5
13	Multi- Media Journalist (831)	Fisher Comm website	11/27/2012	3/25/2013	5
14	Account Executive (836)	Fisher Comm website	12/5/2012	3/7/2013	5
15	Promotion Assistant (852)	Employee Referral	1/4/2013	1/24/2013	7
16	Director (872)	Fisher Comm website	2/7/2013	3/6/2013	5
17	Editor (890)	Fisher Comm website	3/8/2013	4/11/2013	6
Total Number of Persons Interviewed during this Period:					85

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STATION[S]: KBOI-TV/KYUU-LD

## Section II: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total # of Interviewees Referred	Vacancies for Which This Source was Utilized	Did the Source Request the Posting?
1	<b><i>Agent Referral</i></b>	1	9	No
2	Alliance for Women in Media 1760 Old Meadow Road McLean, VA 22102 703-506-6290		1-6, 8-17	No
3	American Broadcasting School 4511 SE 29th Street Oklahoma City, OK 73115 405-672-6511 Michelle McConnell		1-6, 8-17	No
4	<b><i>Bakersfield College</i></b> <b><i><a href="https://www.bakersfieldcollege.edu">https://www.bakersfieldcollege.edu</a></i></b> <b><i>1801 Panorama Drive</i></b> <b><i>Bakersfield, CA 93305</i></b> <b><i>661-395-4011</i></b>			No
5	<b><i>Boise State - Career Center</i></b> <b><i>1910 University Drive</i></b> <b><i>Boise, ID 83725</i></b> <b><i>208-426-1000</i></b>			No
6	<b><i>Business Careers</i></b> <b><i>1001 4th Ave, Ste 230</i></b> <b><i>Seattle, WA 98154</i></b> <b><i>206-447-7474</i></b>			No
7	<b><i><a href="http://www.CalJobs.ca.gov">www.CalJobs.ca.gov</a></i></b>			No
8	<b><i>California Chicano News Media Association</i></b> <b><i>3502 Watt Way, ASC</i></b> <b><i>Los Angeles, CA 90089</i></b> <b><i>213-740-5263/Julio Moran</i></b>			No
9	California State University - Bakersfield Career Development Center - 9001 Stockdale Hwy Bakersfield, CA 93311 661-654-2782		1-6, 8-17	No

10	California State University - Chico Journalism Department - Tehama Hall 207 Chico, CA 95929 530-898-4779/Glen Bleske		1-6, 8-17	No
11	Cal State Monterey Bay - Career Development 100 Campus Center Bldg. 44 Seaside, CA 93955 831-582-3845		1-6, 8-17	No
12	Centro Latino Americano 944 West 5th Ave Eugene, OR 97402 541-687-2667/Roxanne Franco		1-6, 8-17	No
13	City University - Career Planning & Placement 11900 NE First St. Bellevue, WA 98005 425-709-7606/Stephanie Mapelli		1-6, 8-17	No
14	Central Washington University - Career Center 400 E University Way Ellensburg, WA 98926 509-963-2446/Noella Wyatt		1-6, 8-17	No
15	<b>Central Washington University - Dept. of Comm</b> <b>400 E University Way</b> <b>Ellensburg, WA 98926</b> <b>509-963-2446/Robert Fordan</b>			No
16	Central Washington - Employer Recruitment 400 E University Way Ellensburg, WA 98926 509-963-2446		1-6, 8-17	No
17	Central Washington University Film & Video Studies - 400 E University Way Ellensburg, WA 98926 509-963-2446 Michelle Ogden		1-6, 8-17	No
18	Collective Talent 26150 Hersheyvale Franklin, MI 48025 info@michaelsmedia.com <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a>			No
19	Colorado Broadcasters Association P.O. Box 2369 Breckenridge, CO 80424 970-547-1388			No

20	Confederated Tribes 1245 Fulton Ave Coos Bay, OR 97420 541-888-9577/Tim Cummins			No
21	<b>ConservativeJobs.com</b>			No
22	<b>Craigslist.org</b> <b>1381 9th Ave</b> <b>San Francisco, CA 94122</b> <b>800-664-0633</b>	1	10	No
23	<b>Department of Labor - Idaho</b> <b>317 W Main Street</b> <b>Boise, ID 83735</b> <b>208-332-3570</b>			No
24	Eastern Washington University Media & Film - 104 RTV Building Cheney, WA 99004 509-359-6390 Pam Bumpas			No
25	Edmonds Community College 20000 68th Ave W Lynwood WA 98036 425-640-1808		1-6, 8-17	No
26	<b>Emerson College</b> <b>120 Boylston Street</b> <b>Boston, MA 02116-4624</b> <b>617.824.8500</b> <b>www.emerson.edu</b>			No
27	<b>Employee Referral</b>	25	1-6, 11-16	No
28	Employment Security Department Worksource 919 SW Grady Way, Ste 125 Renton, WA 98057 206-205-3504 Benjamin Castilla			No
29	Employment Security Department Worksource Yakima WA 509-574-0163 Carol Cauthron ccauthron@esd.wa.gov			No
30	Employment Security Department - Worksource 1530 Stevens Walla Walla, WA 99362 509-527-1811			No
31	The Evergreen State College - 2700 Evergreen Parkway Olympia, WA 98505 360-867-6000			No

32	<b><i>Fisher Communications Website</i></b>	24	1-17	No
33	<b><i>Glassdoor.com</i></b>		6,10,15	No
34	Gonzaga University - Career Center 502 East Boone Ave Spokane, WA 99258 509-328-4220		1-6, 8-17	No
35	<b><i>google.com search</i></b>	2	12,16	No
36	Grays Harbor College 1620 Edward P Smith Drive Aberdeen, WA 98520 360-532-9020		1-6, 8-17	No
37	Green River Community College 12401 SE 320th Street Auburn, WA 98092 253-833-9111		1-6, 8-17	No
38	Heritage University 3240 Fort Road Toppenish, WA 98948 888-272-6190		1-6, 8-17	No
39	<b><i>Idaho State Broadcasters Association</i></b> <b><i>1674 Hill Rd, Ste 3</i></b> <b><i>Boise, ID 83702</i></b> <b><i>208-345-3072</i></b>			No
40	<b><i>Idaho State University</i></b> <b><i>921 South 8th Avenue</i></b> <b><i>Pocatello, ID 83209</i></b> <b><i>208-282-0211</i></b>		1-6, 8-17	No
41	Illinois Center for Broadcasting 455 Eisenhower Ln S, Ste 200 Lombard, IL 60148 630-916-1700/Dave Cogozzo		1-6, 8-17	No
42	<b><i>indeed.com</i></b>	19	1-17	No
43	International Women's Media Foundation 1625 K Street NW, Ste 1275 Washington, DC 20006 202-496-1992		1-6, 8-17	No
44	ITT Technical Institute - 12720 Gateway Drive, Ste 100 Seattle, WA 98168 206-244-3300/Julie Wiese		1-6, 8-17	No
45	<b><i>http://us.jobrapido.com</i></b>		6,10	No

46	<a href="http://www.job-search-engine.com">http://www.job-search-engine.com</a> [JuJu]			No
47	<b>KBOI Internal Candidate</b>	2	3,7	No
48	<b>KBOI2 website</b>	1	15	No
49	Kern County Career Services Center 1600 E Belle Terrace Bakersfield, CA 93307 661-325-4473		1-17	No
50	Kern County Hispanic Chamber of Commerce 231 H Street Bakersfield, CA 93304 661-633-5495/Beth Carter		1-6, 8-17	No
51	Lake Washington Technical College 11605 132nd Ave NE Kirkland, WA 98034 425-739-8100		1-6, 8-17	No
52	Lane Community College Career & Employment Services 4000 East 30th Ave Eugene, OR 97405 541-463-3000/Teresa Hughes		1-6, 8-17	No
53	Lane Community College Media Arts & Technology Employment Services 4000 East 30th Ave Eugene, OR 97405 541-463-3000		1-6, 8-17	No
54	Laurel Hill Center 2145 Centennial Plz Eugene, OR 97401 541-485-6340		1-6, 8-17	No
55	Lost Remote Seattle/New York tips@lostremote.com or ads[at]lostremote.com		2,4,5	No
56	MediaLine P.O. Box 51909 Pacific Grove, CA 93950 800-237-8073		2,4,8,9,13,16,17	No
57	<a href="http://www.mediastars.tv">http://www.mediastars.tv</a>			No
58	<b>Monster.com</b>			No
59	<b>Montana Broadcasters Association</b> <b>HC 70 Box 98</b> <b>Bonner, MT 59823</b> <b>406-244-4622</b>			No

60	Mount Hood Community College Job Placement Center 26000 SE Start Street Gresham, OR 97030 503-491-6422/Christy Weigel		1-6, 8-17	No
61	<b>National Association of Broadcasters Job Board</b> <b>1771 N Street N</b> <b>Washington, DC 20036</b> <b>202-429-5300</b>			No
62	<b>National Association of Hispanic Journalists</b> <b>529 14th St, Ste 1000</b> <b>Washington, DC 20045</b> <b>202-662-7145/Joseph Torres</b>			No
63	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 213-743-6988		1-6, 8-17	No
64	National Lesbian and Gay Journalists Association 2120 L St NW, Ste 850 Washington, DC 20037 202-906-9885		1-6, 8-17	No
65	National Press Photographers Association [NPPA] 3200 Croasdaile Dr Ste 306 Durham, NC 27705 919-383-7246 info@nppa.org			No
66	<b>NEMSPA National Office</b> <b>Layton, UT 84041-9128</b> <b>PO Box 2128</b> <b>Phone: 877.668.0430</b>			No
67	<b>Nevada Broadcasters Association -</b> <b>1050 East Flamingo Road, Ste S-102</b> <b>Las Vegas, NV 89119</b> <b>702-794-4994</b>			No
68	NW Asian Weekly & Seattle Chinese Post 412 Maynard Ave S Seattle, WA 98104 206-223-5559/Carol Vu			No
69	Northwest Employment Listings 9315 Gravelly Lake Rd, Ste 204 Lakewood, WA 98499 253-588-6187/Tina Hathaway		1-6, 8-17	No
70	Oregon Association of Broadcasters 7150 SW Hampton St Portland, OR 97223 503-443-2299/Bill Moore		1-6, 8-17	No



71	Oregon Employment Department 875 Union St. NE Salem, OR 97311 800-237-3710		1-6, 8-17	No
72	Pacific Lutheran University 12180 Park Avenue S Tacoma, WA 98447 253-531-6900		1-6, 8-17	No
73	Portland State University 1825 SW Broadway Portland, OR 97201 503-725-3000 or 800-547-8887		1-6, 8-17	No
74	RegionalHelpWanted.com, Inc. 6465 Greenwood Plaza Blvd Suite 400 Centennial, CO 80111 800-365-8630 www.RegionalHelpWanted.com			No
75	Seattle Central Community College Woman's Programs - 1701 Broadway Seattle, WA 98122 206-587-3800		1-6, 8-17	No
76	Seattle University - Albers Placement Center 900 Broadway, Pigott 331 Seattle, WA 98122 206-296-5687/Carla Blaschka		1-6, 8-17	No
77	Seattle University - Career Services 900 Broadway Seattle, WA 98122 206-296-5687		1-6, 8-17	No
78	Seattle University - Communications Department 900 Broadway Seattle, WA 98122 206-296-5687/Jeff Philpott		1-6, 8-17	No
79	<b><a href="http://www.simplyhired.com">http://www.simplyhired.com</a></b>		6,9,10,11,14,15	No
80	<b><a href="http://socialsmashed.com">http://socialsmashed.com</a></b>		9	No
81	South Seattle Community College Career Services 6000 16th Ave SW Seattle, WA 98106 206-762-3980		1-5	No
82	<b><a href="http://www.stationindex.com/tv">www.stationindex.com/tv</a></b>			No
83	<b><a href="http://television.jobamatic.com">television.jobamatic.com</a></b>			No

84	<b>Texas A&amp;M University</b> <b>College Station, Texas 77843</b> <b>979-845-3211</b>			No
85	The Art Institute of Portland 1122 NW Davis Street Portland, OR 97209 503-228-6528/Tafflyn Williams		1-6, 8-17	No
86	The Art Institute of Seattle - Video Production 2323 Elliot Ave Seattle, WA 98121 206-239-2337/Don Schaab		1-6, 8-17	No
87	The Art Institute of Seattle 2323 Elliot Ave Seattle, WA 98121 206-239-2337/Jennifer Abramski		1-6, 8-17	No
88	The Imagen Foundation 18034 Ventura Boulevard, Ste 261 Encino, CA 91316 626-376-9751		1-6, 8-17	No
89	The Leadership Institute 1101 N Highland Street Arlington, VA 22201 703-247-2000		1-6, 8-17	No
90	<b>Treasure Valley Community College</b> <b>650 College Blvd.</b> <b>Ontario, OR 97914</b> <b>541-881-8822</b>			No
91	TVJobs.com P.O. Box 4116 Oceanside, CA 92502 877-988-9808/Mark Halloway	7	1- 5,8,11,13,14,16, 17	No
92	University of Idaho - Career Center - 3059 F National Fish Hatch Rd Hagerman, ID 83332 208-837-9096		1-6, 8-17	No
93	University of Idaho - School of Journalism 3059 F National Fish Hatch Rd Hagerman, ID 83332 208-837-9096/Glen Mosley		1-6, 8-17	No
94	University of Oregon Career Center 1585 E 13th Ave Eugene, OR 97403 541-346-1000		1-6, 8-17	No
95	University of Oregon - School of Journalism 1585 E 13th Ave Eugene, OR 97403 541-346-1000/Bill Morrill		1-6, 8-17	No

96	USC - Annenberg School for Communication & Journalism Los Angeles, CA 90089 213-740-2311		1-6, 8-17	No
97	Utah Broadcasters Association 1600 S Main Street Salt Lake City, UT 84115 801-486-9521		1-6, 8-17	No
98	UW Career Center Box 353740 Seattle, WA 98195 206-543-8860		1-6, 8-17	No
99	UW - Communications Undergrad Advising Box 353740 Seattle, WA 98195 206-543-8860/Diana Smith		1-6, 8-17	No
100	Washington State Association of Broadcasters - Job Bank 724 Columbia St. NW, Ste 310 Olympia, WA 98501 360-705-0774		1-6, 8-17	No
101	Washington Vocational Services 22316 70th Ave W, Ste D Mountlake Terrace, WA 98043 425-774-3338/P. Bouwer		1-6, 8-17	No
102	Western Washington Indian Employment 3701 6th Ave #4 Tacoma, WA 98406 253-879-9066		1-6, 8-17	No
103	Whitworth College Career Planning & Placement 300 W Hawthorne Rd, MS 4309 Spokane, WA 99251 509-777-1000/Gordon Jacobson		1-6, 8-17	No
104	<b>Word of Mouth</b>	3	1,11	No
105	<b>Worksource WA</b>		5,6,10,11,14,15	No
106	WSU - Edward R. Murrow School of Communications 226 Murrow Center Pullman, WA 99164 509-335-3068/Glenn Johnson		1-17	No
107	WWU - Career Services Center Bellingham, WA 98225 360-650-3240/Tina Loudon		1-6, 8-17	No

108	WWU - Dept. of Communications Bellingham, WA 98225 360-650-6870/Ann Dwyer		1-6, 8-17	No
109	<b><i>www.youtube.com</i></b>			No
<b><i>Total Interviewed:</i></b>		<b>85</b>		

## ANNUAL EEO PUBLIC FILE REPORT

COVERING THE PERIOD: June 1, 2012 - May 31, 2013

STATION[S]: KBOI-TV/KYUU-LD

**Section III: Narrative Description of Initiatives undertaken during this year. (Include dates of job-fairs, names of station employees who attended and short description of activities that occurred, etc.)**

### COMMUNITY EVENTS:

On February 5 2013, General Manager Don Pratt hosted Tiger Cub Pack 118 from Nampa at KBOI-TV and made a presentation to the boys that educated them about newscasting. The visit included a tour of the studio and control room. We also met with newscasters in the news room. The presentation also included a discussion of careers in broadcasting, the kind of education needed to become a broadcaster, and a question-and-answer session. The Pack contact was: Josh Bernard 208-467-9019.

On March 6 2013, General Manager Don Pratt hosted Girls Scouts from Boise at KBOI-TV and made a presentation to the girls that educated them about newscasting. The visit included a tour of the studio and control room. We also met with newscasters in the news room. The presentation also included a discussion of careers in broadcasting, the kind of education needed to become a broadcaster, and a question-and-answer session. The Scouts' contact was: Laurie Wambolt 208-869-9902.

### EDUCATIONAL INITIATIVE:

On Wednesday, April 24th, 2013, anchor Natalie Hurst hosted the LDS Young Women's Group at KBOI-TV and made an hour-long presentation from 7 pm to 8 pm to eight ninth-graders that educated them about how we produce news, how we choose news stories, what a news anchor does and what it's like to be on the air. The presentation also included a discussion of careers in broadcasting, the kind of education needed to become a broadcaster, and a question-and-answer session.

On March 7 and 8, 2013, Operations Manager Christopher Burrup visited Boise State University and judged a competition for Business Professionals of America that educated them about building animated graphics, producing a newscast and some of the technical aspects to news production. The presentation also included a discussion of careers in broadcasting, the kind of education needed to become a broadcaster, and a question-and-answer session.

On February 7 2013, weathercaster Vin Crosby visited Spaulding Elementary in Boise and made a presentation to students that educated them about weather and forecasting. The presentation also included a discussion of careers in broadcasting, the kind of education needed to become a weathercaster, and a question-and-answer session.

### INTERNSHIPS:

Department Internship Program: Recruits from community colleges and state universities. The station has interns in the broadcasting departments and the internship typically runs 3-4 months long. During this reporting period the station had one (1) unpaid intern: Katie Winzeler for News department beginning on June 25, 2012

### MINORITY SCHOLARSHIPS:

Fisher Communications, Inc. is committed to a diverse workforce. In conjunction with higher educational institutions, Fisher provides annual scholarships for minority college students majoring in Broadcasting, Journalism or Marketing through the Fisher Scholarship for Minorities and the Thomas Durgan Minority Scholarship funds. Station has the opportunity to nominate and assist in the recruiting efforts for scholarship candidates. Committee member names involved in the process are listed below:

Name	Title	Company
Deanna Heinrich	HR Director	Fisher Corp
Kellie Landry	HRIS Specialist	Fisher Corp
Nicolle Strong	Legal Assistant	Fisher Corp
Teisha Fischer	HR Assistant	Fisher Corp
Bob Boyd	General Sales Manager	Fisher Radio
Brittney Perreault	Programming Coordinator	Fisher Radio
Maria Lara	Administrative Assistant	KBAK
Karin Lakey	Traffic Manager	KBOI
Ivan Garcia	Anchor	KIMA/KEPR/KUNW
Robin Wojtanik	News Director	KIMA/KEPR/KUNW
Ann Fickenwirth	Operations Administrator	KLEW
Jamie Mendez	Anchor	KOMO

Mary Nam	Anchor	KOMO
Teresa Gonzalez	Anchor/Reporter	KOMO
Connie Williamson	Station Manager	KVAL/KCBY/KPIC
Anne Olson	Executive Assistant	KVAL/KCBY/KPIC

This year the company had 21 qualified applicants for the scholarship and awarded a total of \$13,525 (Final Awarded Students: Dominique Pavegeau, Jesse Johnson, Kyra George, Juan De Anda, La-Tonia Willis)

#### **JOB FAIRS:**

The station was represented by KBOI VP & GM, Don Pratt, who attended NNU (Northwest Nazarene University) Career and Graduate School Fair on Thursday, **February 28th, 2013**

UNITY: Journalists, Inc. is a coalition of the four alliances, the Asian American Journalists Association, the National Association of Hispanic Journalists, the Native American Journalists Association and the National Lesbian and Gay Journalists Association. UNITY Convention was held in Las Vegas, NV August 1-4, 2012 and included numerous education sessions, student projects and networking opportunities, and a job fair for journalists and media professionals including career coaching services.

Company representatives in attendance at the station booth:

Deanna Heinrich, HR Director

Holly Guantt, VP News Programming

Sean Flanagan, News Director

#### **ON-GOING TRAINING:**

On May 21-22, 2012, Fisher HR delivered its management skills compliance training which included topics on FCC Recruitment Requirements, Employment Law & Discrimination and Sexual Harassment & "Cyber Stalking. "The following key department managers (by Job Title) attended the training: VP- General Manager, News Director, Production Manager, Managing Editor, Photojournalist Director.