

KTFT, KTVB
EEO PUBLIC FILE REPORT
May 21, 2015 - May 20, 2016

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Commercial Producer	1-6, 10, 14, 16, 18-20, 22-23, 28-32	4
Digital Media Producer	1-6, 8, 10, 13-14, 16, 19-20, 22-23, 28-32	19
Studio Camera Operator	1-6, 10, 12, 14-16, 19-20, 22-24, 28-32	10
Reporter/Multi-Media Journalist	1-6, 8, 14-17, 19-20, 22-25, 28-32	15
Reporter/Multi-Media Journalist	1-6, 8, 14-17, 19-20, 22-25, 28-32	19
Reporter/Multi-Media Journalist	1-7, 14, 16, 19-20, 22-23, 28-32	19
Account Executive	1-6, 10, 14, 16, 18-20, 22-23, 26, 28-32	10
Digital Account Executive	1-6, 8, 10, 14, 16, 18-23, 28-32	21
Production Assistant	1-6, 9, 11, 14, 16, 18-20, 22, 27-32	30
Editor	1-6, 8, 11, 14-16, 18-20, 22, 27-30, 32	15
Multimedia Journalist	1-7, 10-11, 14, 16, 18-20, 22, 27-30, 32	7
Multimedia Journalist	1-7, 10-11, 14, 16, 18-20, 22, 27-30, 32	10
Multi-Platform Producer	1-6, 10-11, 14, 16, 18-20, 22, 24, 27-30, 32	10
National Sales Assistant	1-6, 11, 14-16, 18-20, 22, 27-30, 32	4
Sales Assistant (Traffic)	1-6, 11, 14-16, 18-20, 22, 27-30, 32	15

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Boise State University Career Center Boise, Idaho 83725 Phone : 208-426-1747 Url : http://www.boisestate.edu Email : career@boisestate.edu Job Listings	N	0
2	BYU-Idaho 230 Kimball Building Rexburg, Idaho 83460 Phone : 208-496-2750 Url : http://www.byui.edu Email : careernavigator@byui.edu Job Listings	N	0
3	BYU-Utah Brigham Young University 2410 WSC Provo, Utah 84602 Phone : 801-422-6933 Url : http://www.byu.edu Email : scott_greenhalgh@byu.edu Scott Greenhalgh	N	0
4	Career Builder 200 N LaSalle Ste 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	4
5	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
6	Columbia University Graduate School of Journalist 2950 Broadway New York, New York 10027 Phone : 212-584-4422 Url : http://www.journalism.columbia.edu/ Email : postjobs@jrn.columbia.edu Job Listings	N	0

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7	Corporate Recruiter	N	2
8	Current Employee	N	8
9	Current Employee - Transfer/Promotion	N	2
10	Employee Referral	N	11
11	Glassdoor PO Box 900 Sausalito, California 94966 Url : www.glassdoor.com Career Service Manual Posting	N	0
12	Global Talent Idaho 1607 W. Jefferson St Boise, Idaho 83702 Phone : 208) 336-6722 Career Service Manual Posting	N	1
13	Idaho Department of Labor 219 West Main Street Boise, Idaho 83735 Phone : 208-332-3575 Url : https://labor.idaho.gov/ Email : randy.wilde@labor.idaho.gov Randy Wild	N	0
14	Idaho State University Stop 8108 Pocatello, Idaho 83209 Phone : 208-282-2380 Url : http://www.isu.edu Email : careers@isu.edu Tracie Mariani	N	0
15	Indeed.com - Not Directly Contacted by SEU	N	5
16	ITT Technical Institute 12302 West Explorer Drive Boise, Idaho 83713 Phone : 208-322-8844 Url : http://www.itt-tech.edu/idaho Email : wwhited@itt-tech.edu Neil Whited	N	0

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17	Journalismjobs.com 72 Plaza Drive, 2nd Floor Berkeley, California 94705 Phone : 510-508-7386 Dan Rohn Manual Posting	N	1
18	Juju juju.com New York, New York Url : www.juju.com Online Online Manual Posting	N	0
19	KTVB.com 5407 West Fairview Avenue Boise, Idaho 83706 Phone : 208-375-7277 Url : http://www.ktvb.com Human Resources Manual Posting	N	12
20	Lewis-Clark State College 500 8th Avenue Reid Hall Room 110 Lewiston, Idaho 83501 Phone : 208-792-5272 Url : http://www.lcsc.edu Email : casws@lcsc.edu Job Listings	N	0
21	Linked In	N	1
22	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Adrienne Laurent	N	0
23	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5428 Url : http://www.nabef.org Email : itilghman@nab.org Isabelle Tilghman	N	0
24	Non-Employee Referral	N	4

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25	Previous Employee	N	1
26	Self Referral	N	1
27	SimplyHired 370 San Aleso Ave. #200 Sunnyvale, California 94085 Url : www.simplyhired.com Career Service Career Service Manual Posting	N	0
28	TEGNA Jobs Website 7950 Jones Branch Drive McLean, Virginia 22107 Phone : 703-854-7000 Url : http://www.TEGNA.com Virgil Smith Manual Posting	N	4
29	The College of Idaho 2112 Cleveland Blvd Box 40 Caldwell, Idaho 83605 Phone : 208-459-5508 Url : http://www.collegeofidaho.edu Email : careerservices@collegeofidaho.edu Michelle Smith	N	0
30	TV Jobs P.O Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Mark Halloway	N	3
31	University of Idaho P.O. Box 442534 Moscow, Idaho 83844 Phone : 208-885-6121 Url : http://www.uidaho.edu Email : nkinyon@uidaho.edu Noell Kinyon	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	University of Oregon/School of Journalism 1275 University of Oregon Eugene, Oregon 97403 Phone : 541-346-2171 Url : https://uoregon.edu Email : internships@jcomm.uoregon.edu Rachel Allen	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			60

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	5/21/2015	Participation in other activities designed by the station employment unit	The station hosted 30 tours for schools, scouting groups, and other community groups to educate them in the inner workings of a television-station and job opportunities in broadcasting. They are exposed to Sales, Control/Audio Booth, Engineering, IT, Creative Services/Marketing, Newsroom and the studio.	30	various personnel
2	5/21/2015	Establishment of an intern program designed to assist members of the community	<p>KTVB offered an Internship Program to help college students acquire skills necessary to obtain employment in the broadcast industry. The students earned academic credit for their participation. We offered internships in news.</p> <p>We had 1 student from Boise State University.</p>	1	Assignment Manager
3	6/10/2015	Establishment of training programs for station personnel	<p>The American Meteorological Society (AMS) is the nation's premier scientific and professional organization promoting and disseminating information about the atmospheric, oceanic, hydrologic sciences.</p> <p>Attended AMS's 43rd Conference on Broadcast Meteorology/3rd Conference on Weather Warnings and Communication. Topics included severe weather safety, how your station can contribute to a weather-ready nation, millennials in broadcast meteorology, preparedness of broadcast meteorologists for climate change reporting and the next step in digital broadcast technology.</p>	1	Anchor/Weather
4	7/22/2015	Provision of training to management	<p>Training session provided to station management by Human Resources Business Partner.</p> <p>Discussion included the basics of lawful interviewing.</p>	15	Management

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5	9/8/2015	Establishment of training programs for station personnel	Participated in TEGNA Media Digital Learning & Development 2015 onboarding in Denver, CO. Topics included Digital Sales and Product Information training.	2	Digital AE Digital AE
6	10/13/2015	Participation in events or programs sponsored by educational institutions	Participated as a special guest at Boise State Advanced Studies in Media Class for a weekly class round table discussion and answer session with seniors. Discussed graduation, finding a job after graduation and what it is like to be an assignment manager.	1	Assignment Manager
7	10/29/2015	Participation in events or programs sponsored by educational institutions	Attended the Idaho Student Journalism Association's Day of Learning. Spoke to a group of 200 high school journalism students. Discussed use of social media.	1	Digital Sales Manager
8	3/31/2016	Participation in events or programs sponsored by educational institutions	Spoke to students at Transportation Adventure Day at North Star Charter School. Students were given an opportunity to experience different types of vehicles that are used for people's jobs. The ENG Live Truck was used to demonstrate our ability to broadcast out in the field on a day-to-day basis.	1	Photographer