

**KTFT-LD, KTVB**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2021 - May 31, 2022**

**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
Marketing Producer	1-8, 11-12, 14, 16-17, 19-22	19
Lifestyle Show Producer	1-8, 11-12, 14, 16-17, 19-22	19
Media Operations Specialist - 10416	1-8, 11-14, 16-17, 19-22	19
News Producer	1-8, 11-12, 14, 16-17, 19-22	19
Reporter/MSJ - 10812	1-8, 11-14, 16-17, 19-22	13
Executive Assistant - 11042	1-8, 11-12, 14, 16-17, 19-22	19
Production Assistant- 11250	1-8, 11-16, 19-20, 22	15
Multiplatform Producer-011322	1-8, 11-12, 14, 16, 19-20, 22	19
Multiplatform Producer-011322	1-8, 11-12, 14, 16, 19-20, 22	19
Marketing Director 1239	1-12, 14, 16-22	19
Newscast Editor / Visual Producer-11339	1-8, 11-16, 19-20, 22	13
Digital Content Producer	1-8, 11-12, 14, 16-17, 19-22	19
Digital Content Producer	1-8, 11-12, 14, 16-17, 19-22	19
Digital Content Producer	1-8, 11-12, 14, 16-17, 19-22	19
News Photographer-11798	1-8, 12-14, 16, 19-20, 22	13
Director of Digital Content	1-8, 11-12, 14, 16-17, 19-22	19
Broadcast Director - 012275	1-8, 12, 14, 19-20, 22	19

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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 : <a href="http://www.boisestate.edu">http://www.boisestate.edu</a> Email : <a href="mailto:career@boisestate.edu">career@boisestate.edu</a> Job Listings	N	0
2	BYU-Idaho 230 Kimball Building Rexburg, Idaho 83460 Phone : 208-496-2750 Url : <a href="http://www.byui.edu">http://www.byui.edu</a> Email : <a href="mailto:careernavigator@byui.edu">careernavigator@byui.edu</a> Job Listings	N	0
3	BYU-Utah Brigham Young University 2410 WSC Provo, Utah 84602 Phone : 801-422-6933 Url : <a href="http://www.byu.edu">http://www.byu.edu</a> Email : <a href="mailto:scott_greenhalgh@byu.edu">scott_greenhalgh@byu.edu</a> Scott Greenhalgh	N	0
4	Career Builder 200 N LaSalle Ste 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Career Service Manual Posting	N	4
5	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
6	College of Southern Idaho 315 Falls Avenue Twin Falls, Idaho 83301-3389 Phone : 208-732-6306 Url : <a href="http://career.csi.edu/careerCenter/index.asp">http://career.csi.edu/careerCenter/index.asp</a> Email : <a href="mailto:molson@csi.edu">molson@csi.edu</a> Fax : 1-208-736-4705 Merry Olson	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	College of Western Idaho 6056 Birch Lane, Suite 101 Nampa, Idaho 83687 Phone : 208-562-3287 Email : hr@cwidaho.cc Human Resources	N	0
8	Columbia University Graduate School of Journalist 2950 Broadway New York, New York 10027 Phone : 212-584-4422 Url : <a href="http://www.journalism.columbia.edu/">http://www.journalism.columbia.edu/</a> Email : <a href="mailto:cujcareers@columbia.edu">cujcareers@columbia.edu</a> Job Listings	N	0
9	Current Employee	N	1
10	Current Employee/Internal Promotion	N	1
11	Glassdoor PO Box 900 Sausalito, California 94966 Url : <a href="http://www.glassdoor.com">www.glassdoor.com</a> Career Service Manual Posting	N	0
12	Idaho State University Stop 8108 Pocatello, Idaho 83209 Phone : 208-282-2380 Url : <a href="http://www.isu.edu">http://www.isu.edu</a> Email : <a href="mailto:careers@isu.edu">careers@isu.edu</a> Tracie Mariani	N	0
13	Indeed.com	N	7
14	Lewis-Clark State College 500 8th Avenue Reid Hall Room 110 Lewiston, Idaho 83501 Phone : 208-792-5272 Url : <a href="http://www.lcsc.edu">http://www.lcsc.edu</a> Email : <a href="mailto:casws@lcsc.edu">casws@lcsc.edu</a> Job Listings	N	0
15	Linked In	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Adrienne Laurent	N	0
17	National Black MBA Association Inc 400 West Peach St NW Ste 203 Atlanta, Georgia 30308 Phone : 4042605444 Url : <a href="https://nbmbaa.org/contact-simple/">https://nbmbaa.org/contact-simple/</a> Career Service Manual Posting	N	0
18	Previous Applicant	N	1
19	TEGNA 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 753-854-6000 Url : <a href="http://www.TEGNA.com">www.TEGNA.com</a> Job Board Manual Posting	N	41
20	TV Jobs P.O Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a> Mark Halloway	N	0
21	Twitter 1355 Market Street San Francisco, California Customer Service Manual Posting	N	0
22	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>57</b>

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## III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	6/15/2021	Participation in events or programs sponsored by educational institutions	Station Meteorologist spoke to the Boise Boy Scout Troop 100 team about her job responsibilities of a meteorologist and careers in broadcast to help them earn their 'weather merit badge'.	1	Meteorologist
2	7/13/2021	Participation in events or programs sponsored by educational institutions	Attended The Portland Workforce Alliance, an independent nonprofit that helps young Oregonians find educational paths to good careers and family-wage jobs. Spoke to a ninth grade class about broadcast careers and the path one might take towards working in media.	1	Marketing Manager
3	9/21/2021	Participation in events sponsored by organizations representing the community	Station General Manager spoke at a Treasure Valley CFO Forum where she discussed the broadcast and media landscape and discussed careers in sales within the broadcast and media industry.	1	General Manager
4	11/1/2021	Participation in events or programs sponsored by educational institutions	Station employees met with journalism students at Boise State to discuss their career path, careers in the broadcast and media industry and the transition to a career after college.	2	Digital Producer Regional Director, Digital
5	11/24/2021	Participation in events or programs sponsored by educational institutions	Station Meteorologist spoke to the second grade class at Ponderosa Elementary School and discussed careers in the broadcast and media industry.	1	Meteorologist
6	12/6/2021	Establishment of training programs for station personnel	Station General Manager facilitated a session on ratings and audience measurement in order to provide staff with a better understanding how market share is measured and influenced.	30	Account Executives Producers Account Manager Leadership
7	2/24/2022	Establishment of training programs for station personnel	Station General Manager facilitated training to station leadership on giving and receiving feedback which is an important leadership skill necessary to effectively lead teams and execute station strategy.	12	News Director Director of Marketing Director of Sales Executive Producer
8	3/29/2022	Participation in events or programs sponsored by educational institutions	Station Meteorologist spoke to the fourth grade class at St. Mark's Elementary School and discussed careers in the broadcast and media industry.	1	Meteorologist

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
9	5/2/2022	Participation in events sponsored by organizations representing the community	Station General Manager spoke to a class of 25 8th graders at Lake Hazel Middle School about careers in the broadcast and media industry.	1	General Manager