

**KTVB, KTFT**  
**EEO PUBLIC FILE REPORT**  
**May 21, 2016 - May 20, 2017**

**I. VACANCY LIST**

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

| <b>Job Title</b>                  | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|-----------------------------------|--|-------------------------------|
| Broadcast/IT Technician           | 2-4, 6-8, 13-15, 17, 19-21, 23, 25-29                      | 15                            |
| Broadcast/IT Technician           | 2-4, 6-8, 13-15, 17, 19-21, 23, 25-29                      | 15                            |
| Multi-Platform Producer           | 2-4, 6-10, 13-14, 17, 19-21, 23-29                         | 9                             |
| Account Executive                 | 2-4, 6-8, 10, 12-15, 17, 19-21, 23, 25-29                  | 12                            |
| Account Executive                 | 2-4, 6-8, 10, 12-15, 17, 19-21, 23, 25-29                  | 10                            |
| Commercial Producer               | 2-4, 6-8, 10-11, 13-15, 17, 19-21, 23, 25-29               | 15                            |
| Creative Services Producer        | 2-4, 6-8, 13-23, 25-29                                     | 22                            |
| Digital Account Executive         | 2-4, 6-8, 10, 13-14, 17, 19-21, 23, 25-29                  | 10                            |
| National Sales Assistant          | 2-4, 6-8, 13-15, 17, 19-21, 23, 25-29                      | 15                            |
| Multi-Skilled Journalist/Anchor   | 1-8, 13-14, 17, 19-21, 23, 26-29                           | 1                             |
| Multi-Skilled Journalist/Anchor   | 1-8, 13-14, 17, 19-21, 23, 26-29                           | 5                             |
| Commercial Copy Traffic Assistant | 2-4, 6-8, 13-14, 17, 19-21, 23, 26-29                      | 26                            |
| Digital Account Executive         | 2-4, 6-8, 10, 12-17, 19-21, 23-24, 26-29                   | 10                            |
| Multi-Platform Producer           | 2-4, 6-8, 13-15, 17, 19-21, 23, 26-29                      | 20                            |
| Multi-Skilled Technician          | 2-4, 6-8, 13-14, 16-17, 19-21, 23, 26-29                   | 20                            |
| Account Manager                   | 2-4, 6-8, 10, 13-14, 17, 19-21, 23, 26-28                  | 10                            |
| Digital Sales Coordinator         | 2-4, 6-8, 10, 13-14, 17, 19-21, 23, 26-28                  | 10                            |

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| <b>RS<br/>Number</b> | <b>RS Information</b>  | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|----------------------|--|--|---|
| 1                    | Agency Referral  | N  | 1   |
| 2                    | Boise State University<br>Career Center<br>Boise, Idaho 83725<br>Phone : 208-426-1747<br>Url : <a href="http://www.boisestate.edu">http://www.boisestate.edu</a><br>Email : <a href="mailto:career@boisestate.edu">career@boisestate.edu</a><br>Job Listings                       | N  | 0   |
| 3                    | BYU-Idaho<br>230 Kimball Building<br>Rexburg, Idaho 83460<br>Phone : 208-496-2750<br>Url : <a href="http://www.byui.edu">http://www.byui.edu</a><br>Email : <a href="mailto:careernavigator@byui.edu">careernavigator@byui.edu</a><br>Job Listings                                 | N  | 0   |
| 4                    | BYU-Utah<br>Brigham Young University 2410 WSC<br>Provo, Utah 84602<br>Phone : 801-422-6933<br>Url : <a href="http://www.byu.edu">http://www.byu.edu</a><br>Email : <a href="mailto:scott_greenhalgh@byu.edu">scott_greenhalgh@byu.edu</a><br>Scott Greenhalgh                      | N  | 0   |
| 5                    | Call In  | N  | 1   |
| 6                    | Career Builder<br>200 N LaSalle Ste 1100<br>Chicago, Illinois 60601<br>Phone : 773-527-3600<br>Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a><br>Career Service<br>Manual Posting   | N  | 2   |
| 7                    | Collective Talent<br>1721 Richardson Place<br>Tampa, Florida 33606<br>Phone : 813-254-9695<br>Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a><br>Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a><br>Michael Bille | N  | 0   |

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|------------------|---|--|---|
| 8                | Columbia University Graduate School of Journalist<br>2950 Broadway<br>New York, New York 10027<br>Phone : 212-584-4422<br>Url : <a href="http://www.journalism.columbia.edu/">http://www.journalism.columbia.edu/</a><br>Email : <a href="mailto:postjobs@jrn.columbia.edu">postjobs@jrn.columbia.edu</a><br>Job Listings | N  | 0   |
| 9                | E-mail Inquiry  | N  | 1   |
| 10               | Employee Referral   | N  | 8   |
| 11               | Former Employee   | N  | 1   |
| 12               | Former Employee Referral  | N  | 2   |
| 13               | Glassdoor<br>PO Box 900<br>Sausalito, California 94966<br>Url : <a href="http://www.glassdoor.com">www.glassdoor.com</a><br>Career Service<br>Manual Posting  | N  | 1   |
| 14               | Idaho State University<br>Stop 8108<br>Pocatello, Idaho 83209<br>Phone : 208-282-2380<br>Url : <a href="http://www.isu.edu">http://www.isu.edu</a><br>Email : <a href="mailto:careers@isu.edu">careers@isu.edu</a><br>Tracie Mariani  | N  | 0   |
| 15               | Indeed.com<br>7501 N. Capital of Texas Hwy Building B<br>Austin, Texas 78731<br>Phone : 800-462-5842<br>Url : <a href="http://www.indeed.com">http://www.indeed.com</a><br>Job Listing<br>Manual Posting  | N  | 14  |
| 16               | Internal Candidate  | N  | 4   |
| 17               | ITT Technical Institute<br>12302 West Explorer Drive<br>Boise, Idaho 83713<br>Phone : 208-322-8844<br>Url : <a href="http://www.itt-tech.edu/idaho">http://www.itt-tech.edu/idaho</a><br>Email : <a href="mailto:wwhited@itt-tech.edu">wwhited@itt-tech.edu</a><br>Neil Whited  | N  | 0   |

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|------------------|--|--|---|
| 18               | Journalismjobs.com<br>72 Plaza Drive, 2nd Floor<br>Berkeley, California 94705<br>Phone : 510-508-7386<br>Dan Rohn<br>Manual Posting  | N  | 0   |
| 19               | Juju<br>juju.com<br>New York, New York<br>Url : www.juju.com<br>Online Online<br>Manual Posting  | N  | 0   |
| 20               | KTVB.com<br>5407 West Fairview Avenue<br>Boise, Idaho 83706<br>Phone : 208-375-7277<br>Url : http://www.ktvb.com<br>Human Resources<br>Manual Posting                                  | N  | 8   |
| 21               | Lewis-Clark State College<br>500 8th Avenue Reid Hall Room 110<br>Lewiston, Idaho 83501<br>Phone : 208-792-5272<br>Url : http://www.lcsc.edu<br>Email : casws@lcsc.edu<br>Job Listings | N  | 0   |
| 22               | Linked In  | N  | 1   |
| 23               | Medialine<br>P.O. Box 51909<br>Pacific Grove, California 93950<br>Phone : 800-237-8073<br>Url : http://www.medialine.com<br>Email : medialine@medialine.com<br>Adrienne Laurent        | N  | 0   |
| 24               | Non-Employee Referral  | N  | 3   |
| 25               | SimplyHired<br>370 San Aleso Ave. #200<br>Sunnyvale, California 94085<br>Url : www.simplyhired.com<br>Career Service Career Service<br>Manual Posting                                  | N  | 0   |

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|--|--|--|---|
| 26   | TEGNA Jobs Website<br>7950 Jones Branch Drive<br>McLean, Virginia 22107<br>Phone : 703-854-7000<br>Url : <a href="http://www.TEGNA.com">http://www.TEGNA.com</a><br>Virgil Smith<br>Manual Posting   | N  | 3   |
| 27   | The College of Idaho<br>2112 Cleveland Blvd Box 40<br>Caldwell, Idaho 83605<br>Phone : 208-459-5508<br>Url : <a href="http://www.collegeofidaho.edu">http://www.collegeofidaho.edu</a><br>Email : <a href="mailto:careerservices@collegeofidaho.edu">careerservices@collegeofidaho.edu</a><br>Michelle Smith | N  | 0   |
| 28   | TV Jobs<br>P.O Box 4116<br>Oceanside, California 92052<br>Phone : 800-374-0119<br>Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a><br>Email : <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a><br>Mark Halloway   | N  | 0   |
| 29   | University of Oregon/School of Journalism<br>1275 University of Oregon<br>Eugene, Oregon 97403<br>Phone : 541-346-2171<br>Url : <a href="https://uoregon.edu">https://uoregon.edu</a><br>Email : <a href="mailto:internships@jcomm.uoregon.edu">internships@jcomm.uoregon.edu</a><br>Rachel Allen            | N  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |  |  | <b>50</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 | 5/21/2016   | Participation in other activities designed by the station employment unit      | The station hosted 19 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.                              | 2                                   | News Director<br>Receptionist   |
| 2 | 5/21/2016   | Establishment of an intern program designed to assist members of the community | KTVB offered in 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.<br><br>We had 1 student from Boise State University.  | 1                                   | Assignment Manager  |
| 3 | 6/6/2016    | Participation in events or programs sponsored by educational institutions      | Speaker at Upward Bound College readiness program. Spoke to high school students taking a videography summer course about a career in broadcasting.   | 1                                   | Anchor  |
| 4 | 8/15/2016   | Participation in other activities designed by the station employment unit      | Job shadowed by a student from Boise State University who wanted to learn more about broadcasting, marketing and digital sales.   | 1                                   | Account Executive   |
| 5 | 9/1/2016    | Establishment of training programs for station personnel                       | Selling the TEGNA Way Launch Simulation. During the simulation, the sales team learned how to create and benefit from a "seller first" culture. Account Executives participated in role playing activities where they demonstrated how to reorient our business to provide our customers with solutions that will drive their results faster. | 16                                  | Director of Sales<br>Local Sales Managers<br>Digital Sales Manager<br>Sales Staff |
| 6 | 10/8/2016   | Participation in events sponsored by community groups                          | Speaking engagement at the Idaho Press Club fall conference which is dedicated to improving the practice of journalism in Idaho for working professionals and students. A local media panel discussed changes in the newsroom, our industry and how to engage audiences.  | 1                                   | News Director   |

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|----|-------------|---|--|-------------------------------------|--------------------------|
| 7  | 10/25/2016  | Participation in events sponsored by community groups                     | Speaker at the Idaho Journalism Association (ISJA) which is dedicated to promoting, supporting, and enhancing student journalists and their teacher and advisers throughout the Gem State. Spoke to 60+ students about how to utilize social media to build your brand.                                | 1                                   | Sales Coordinator        |
| 8  | 1/31/2017   | Participation in events or programs sponsored by educational institutions | Meeting facilitator for the Boise State University MBA students, who were given a final culminating project related to marketing. Explained KTVB's partnership with the Warhawk Air Museum, the role of an account executive, and the tools used to assist the museum best allocate marketing dollars. | 1                                   | Account Executive        |
| 9  | 2/22/2017   | Provision of training to management                                       | Training session on performance management provided to station management by TEGNA's Labor Relations attorney. Reviewed best practices for performance and behavior management.  | 15                                  | All Station Management   |
| 10 | 2/22/2017   | Provision of training to management                                       | Training session on Respect in the Workplace provided to station management by TEGNA's Labor Relations Attorney. Training included defining harassment and discrimination, reviewing company policy and discussing scenarios.  | 15                                  | All Station Management   |
| 11 | 3/3/2017    | Participation in events sponsored by community groups                     | Spoke to the Boise Metro Chamber of Commerce Mega Marketing. Focused on networking and the unique opportunity to present your company and its products and services to fellow Chamber members.   | 1                                   | Account Executive        |
| 12 | 3/9/2017    | Participation in events sponsored by community groups                     | Spoke to Leadership Meridian about technology in media, digital disruption, editorial process, how to pitch a story and the broadcast industry in general. The Leadership Meridian desires to seek out individuals with the potential to become future leaders in the Meridian Business Community.     | 1                                   | News Director            |

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|----|-------------|---|---|---|---|
| 13 | 3/10/2017   | Participation in events or programs sponsored by educational institutions | Spoke to the North Star Charter School about transportation and how it effects jobs in the community. Provided a tour of a live satellite truck. Specifically discussed how a satellite truck is used and its equipment. Explained how a satellite signal works and showed a camera feed. | 1   | Chief Photographer  |
| 14 | 3/16/2017   | Participation in other activities designed by the station employment unit | Met with a marketing student from Lewis and Clark College to discuss television advertising, the American Advertising Federation's National Student Advertising Competition and job opportunities in the broadcast industry.  | 3   | Director of Sales<br>Director of Marketing<br>Account Executive |