

KTVB, KTFT
EEO PUBLIC FILE REPORT
May 21, 2017 - May 20, 2018

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 |
|---|--|-----------------------|
| Account Executive | 1, 3-6, 9, 14, 17, 19, 21, 23-27, 30, 36-37, 39, 41 | 14 |
| National Sales Assistant | 1-6, 9, 12, 14, 17, 21, 24-25, 27, 36-37, 39 | 5 |
| Multi-Platform Producer | 1, 3-6, 9, 11, 14, 17, 21, 23-25, 27, 36-37, 39 | 24 |
| Multi-Platform Producer | 1, 3-6, 9, 11, 14, 17, 21, 23-25, 27, 36-37, 39 | 36 |
| Digital Sales Manager | 1, 3-6, 9, 11, 14, 17, 19, 21, 23-27, 33, 36-37, 39 | 36 |
| Operations Specialist | 1, 3-9, 14, 17, 19, 21, 23-25, 27, 36-37, 39 | 24 |
| Broadcast/IT Technician | 1, 3-9, 13-14, 17, 20-21, 23-25, 27, 36-39 | 13 |
| Visual Journalist (photojournalist)/Storyteller | 1, 3-9, 14, 17-19, 21, 23-25, 27, 36-37, 39 | 19 |
| Digital Account Executive | 1, 3-9, 11, 14, 17, 19, 21, 23-25, 27, 36-37, 39, 42 | 11 |
| Account Executive | 1, 3-10, 14-19, 21-29, 31-32, 34-40, 42 | 24 |
| Production Assistant | 1, 3-9, 14, 17, 19-21, 23-25, 27, 36-37, 39, 42 | 19 |
| Operations Specialist | 1, 3-10, 14-19, 21-25, 27-29, 31-32, 34-40, 42 | 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 : http://www.boisestate.edu Email : career@boisestate.edu Job Listings | N | 2 |
| 2 | Boise State University, COBE 1910 W University Dr, Boise, Idaho 83725 Email : cobecareer@boisestate.edu Career Coordinator | N | 0 |
| 3 | 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 |
| 4 | 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 |
| 5 | Career Builder 200 N LaSalle Ste 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting | N | 7 |
| 6 | 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 |

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| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 7 | College of Southern Idaho 315 Falls Avenue Twin Falls, Idaho 83301-3389 Phone : 208-732-6306 Url : http://career.csi.edu/careerCenter/index.asp Email : molson@csi.edu Fax : 1-208-736-4705 Merry Olson | N | 0 |
| 8 | College of Western Idaho 6056 Birch Lane, Suite 101 Nampa, Idaho 83687 Phone : 208-562-3287 Email : hr@cwidaho.cc Human Resources | N | 0 |
| 9 | 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 |
| 10 | Craigslist Boise 1381 9th Avenue San Francisco, California 94122 Phone : 415-566-6394 Url : http://www.boise.craigslist.org Job Listings Manual Posting | N | 0 |
| 11 | Employee Referral | N | 3 |
| 12 | Former Employee | N | 1 |
| 13 | Former Employee Referral | N | 1 |
| 14 | Glassdoor PO Box 900 Sausalito, California 94966 Url : www.glassdoor.com Career Service Manual Posting | N | 1 |

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|-----------|--|---|--|
| 15 | Global Talent Idaho 1607 W. Jefferson St Boise, Idaho 83702 Phone : 208) 336-6722 Career Service Manual Posting | N | 0 |
| 16 | Idaho Press-Tribune 1618 N. Midland Blvd. Nampa, Idaho 83652 Phone : 208.467.9253 Url : http://www.idahopress.com/careers/ Talent Associate Manual Posting | N | 0 |
| 17 | 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 |
| 18 | Indeed.com 7501 N. Capital of Texas Hwy Building B Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Job Listing Manual Posting | N | 0 |
| 19 | Indeed.com - Not Directly Contacted by SEU | N | 12 |
| 20 | Internal Candidate | N | 2 |
| 21 | 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 |
| 22 | Journalismjobs.com 72 Plaza Drive, 2nd Floor Berkeley, California 94705 Phone : 510-508-7386 Dan Rohn Manual Posting | N | 0 |

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|-----------|--|---|--|
| 23 | Juju juju.com New York, New York Url : www.juju.com Online Online Manual Posting | N | 0 |
| 24 | KTVB.com 5407 West Fairview Avenue Boise, Idaho 83706 Phone : 208-375-7277 Url : http://www.ktvb.com Human Resources Manual Posting | N | 9 |
| 25 | 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 |
| 26 | Linked In | N | 4 |
| 27 | 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 |
| 28 | Monster.com 622 Third Avenue 39th Floor New York, New York 10017 Phone : 800-666-7837 Url : http://www.monster.com Job Listing Manual Posting | N | 0 |
| 29 | National Black MBA Association Inc 400 West Peach St NW Ste 203 Atlanta, Georgia 30308 Career Service Manual Posting | N | 0 |
| 30 | Non-Employee Referral | N | 2 |

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|------------------|--|--|---|
| 31 | Northwest Nazarene University 623 S. University Blvd. Nampa, Idaho 83686 Phone : 208-467-8011 Sherry Hartman Manual Posting | N | 0 |
| 32 | Radio Television Digital News Association (RTDNA) 529 14th Street NW Ste. 1240 Washington, District of Columbia 20045 Phone : 202-725-8318 Url : http://www.rtdna.org Katie Switchenko Manual Posting | N | 0 |
| 33 | Recruiter | N | 1 |
| 34 | SimplyHired 370 San Aleso Ave. #200 Sunnyvale, California 94085 Url : www.simplyhired.com Career Service Career Service Manual Posting | N | 0 |
| 35 | Sportscasters Talent Agency of America 123 fake address new york, New York 10001 Phone : (949) 648-7822 John Chelesnik Manual Posting | N | 0 |
| 36 | TEGNA Jobs Website 7950 Jones Branch Drive McLean, Virginia 22107 Phone : 703-854-7000 Url : http://www.TEGNA.com Virgil Smith Manual Posting | N | 6 |
| 37 | 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 |

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| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|--|---|--|---|
| 38 | The Society of Broadcast Engineers 9102 North Meridian Street Ste. 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : http://www.sbe.org K Jones Manual Posting | N | 0 |
| 39 | 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 | 0 |
| 40 | Twitter 1355 Market Street San Francisco, California Customer Service Manual Posting | N | 0 |
| 41 | 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 |
| 42 | www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 51 |

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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 | 5/21/2017 | Establishment of training programs for station personnel | TEGNA Labor Relations provides a series of monthly webinar training sessions for HR Business Partners to stay informed of current and changing employment laws. Best practices are discussed and HR Business Partners then share this topical information with their Executive Teams. | 1 | HRBP |
| 2 | 5/22/2017 | Establishment of training programs for station personnel | Over the course of 3 days, the Sales Summit revolved around the topic of empowerment. Attendees had a chance to hold discussion and participate in sessions that modeled successes around various components of sales transformation. Attendees focused on adoption of process by other stations within TEGNA and had a chance to learn from other station members. Breakout sessions included a focus on recruitment, addressing whether we have the right folks on the team and how we hire and use our resources. TEGNA's sales consulting group also participated in leading workgroups in developing a framework to help us in building our own elite team. | 1 | Director of Sales |
| 3 | 6/15/2017 | Participation in events sponsored by community groups | Speaking engagement at Idaho Press Club, discussing how journalists operate today with social media platforms. Also discussed career paths into the broadcast and journalism field. | 1 | Digital Manager |
| 4 | 6/22/2017 | Participation in events or programs sponsored by educational institutions | Spoke with a group of students from a leadership class at Boise State University TRIO Upward Bound program that visited the station. Discussed media. Also discussed career paths into the broadcast and journalism field. | 1 | General Manager |
| 5 | 6/26/2017 | Establishment of training programs for station personnel | Over the course of 4 days, attended multiple presentations from stations located all over the country at TEGNA's annual content summit. Presentation focused on content and newsroom transformation, creating better content and examining and learning from the mistakes/success of multiple stations' transformation journey. | 3 | News Director Marketing Director Digital Manager |

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|----|-------------|---|---|-------------------------------------|--------------------------|
| 6 | 8/29/2017 | Participation in events or programs sponsored by educational institutions | Hosted a Capital High School senior for 3 one-hour sessions. Showed him the daily activities of news gathering and discussed expectations of working in broadcasting and how to get a job in the video production field. | 1 | Managing Editor |
| 7 | 10/17/2017 | Participation in events or programs sponsored by educational institutions | Spoke to Boise State University's communications seniors class that are looking for opportunities to use their communication degrees. Spoke about the journalism field and a personal path into the field and moving up in the industry. | 1 | Digital Manager |
| 8 | 1/6/2018 | Provision of training to management | TEGNA Talent Development and Corporate Functions held training for management on performance management. Training topics included preparing for a career discussion, establishing SMART goals, developing motivating goals, delivering performance evaluations and providing effective feedback. | 1 | Digital Manager |
| 9 | 1/26/2018 | Establishment of training programs for station personnel | TEGNA rolled out the Byte Back Challenge training curriculum to educate all employees on the proper handling of sensitive data. Among other things, the training reminded employees that information that is personally private or private to the company should never be stored on a computer or mobile phone and should not be shared through email. The training was rolled out electronically on January 26, 2018 with an expected completion date of February 2, 2018. | 120 | All Employees |
| 10 | 3/27/2018 | Participation in events sponsored by community groups | Spoke at the Nampa Police Department discussing communication flow and the working relationship between their department and the media. Also discussed career paths into the broadcast and journalism field. | 1 | Managing Editor |

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| 11 | 4/25/2018 | Establishment of training programs for station personnel | <p>The GM and Director of Sales (DOS) spent the day at sister station, KING, observing and gathering best practices. The agenda/schedule was set up to allow the GM and DOS to take advantage of learning opportunities across multiple departments from a market rank 12 station.</p> <p>The agenda included one-one-one meetings with various department heads as well as attending a sales meeting, a department head meeting and an all station meeting. The GM and DOS took away several ideas that they begun to implement in their own meetings and learned about revenue generating initiatives.</p> | 2 | General Manager Director of Sales |
| 12 | 5/7/2018 | Establishment of training programs for station personnel | The annual TEGNA Sales Summit revolved around the topic of leadership and the belief that it is the foundation for winning. Over the course of 3 days, attendees had a chance to hold discussion and participate in sessions that addressed leadership expectations, pricing strategy, leadership coaching and cultural changes. Attendees learned about successes achieved by other stations within TEGNA and had a chance to learn from other station members. Breakout sessions included a focus on structure, talent development and culture. TEGNA's product teams also updated the group on various products and differentiators. Speakers tied into the themes of innovating for the future and connecting our audiences to advertisers. | 1 | Director of Sales |
| 13 | 5/9/2018 | Participation in events or programs sponsored by educational institutions | Speaking engagement at Career Day for 30 students at Cecil D. Andrus Elementary. Spoke about personal path into journalism and did a demo with current technology. Also discussed career paths into the broadcast and journalism field. | 1 | General Manager |

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|----|-------------|---|--|-------------------------------------|--------------------------|
| 14 | 5/9/2018 | Participation in events or programs sponsored by educational institutions | Speaking engagement with Ada County's 4-H Clubs Association. Met with high school teens involved in Government relations involving farms and ranches doing non-profit activities and programs in their communities. Held a question and answer session about the workings and process of a TV newsroom. Also discussed career paths into the broadcast and journalism field. | 1 | Anchor/MSJ |