

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 ("MRSLS")

| 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 | 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 |

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|------------------|---|--|---|
| 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 : http://www.journalism.columbia.edu/ Email : cujcareers@columbia.edu 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 : www.glassdoor.com Career Service Manual Posting | N | 0 |
| 12 | 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 |
| 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 : http://www.lcsc.edu Email : casws@lcsc.edu Job Listings | N | 0 |
| 15 | Linked In | N | 2 |

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|--|--|--|---|
| 16 | 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 |
| 17 | National Black MBA Association Inc 400 West Peach St NW Ste 203 Atlanta, Georgia 30308 Phone : 4042605444 Url : https://nbmbaa.org/contact-simple/ 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 : www.TEGNA.com Job Board Manual Posting | N | 41 |
| 20 | 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 |
| 21 | Twitter 1355 Market Street San Francisco, California Customer Service Manual Posting | N | 0 |
| 22 | www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 57 |

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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 | 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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|---|-------------|---|---|---|--------------------------|
| 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 |