

EEO PUBLIC FILE REPORT

FOR

KIFI-TV and KXPI-LD
IDAHO FALLS, IDAHO
&
K49ND-D
FISH CREEK, IDAHO

This EEO Public File Report
Covers the One-Year Period
Ending on MAY 31, 2018

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station KIFI-TV, KXPI-LD and K49ND-D online public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending on MAY 31, 2018 the station filled the following full-time vacancies:

1. Weekend Weather Anchor/Reporter
2. News Producer – KIFI
3. Sales Intern – KIFI
4. Multi-Media Journalist – KIFI
5. Account Executive – KIFI
6. News Producer – KIFI
7. Weekend Sports Anchor/Reporter
8. Video Editor
9. Multi-Media Journalist/Producer-KIFI
10. Commercial Producer
11. Account Executive-KIDK
12. Newscast Director
13. Videographer/Photographer
14. Weekend Weather Anchor/MMJ-KIFI
15. Part Time MMJ-KIFI
16. Morning & Noon Anchor/Reporter
17. Weekend Anchor/MMJ
18. Account Executive - KIFI

The station interviewed a total of 72 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
KIFI Internal/Referral	17
KIFI Website (ADPvantage)	9
Walk-In	1
NPG Website (ADPvantage)	3
TVJobs.com	25
Indeed.com	8
Idaho Commerce & Labor	0
Weber State University	0
BYU-Idaho (www.joinhandshake.com)	4
Journeys Vocational Rehab	0
Magid	1
Intelligent Employment Solutions	1
LDS Employment-East Stake	0
LDS Employment-Blackfoot	0
LDS Employment-Idaho Falls	0
LDS Employment-Pocatello	0
Roberta Google	0
Linked In	2
Center for New Directions ISU	1

Attachment A contains the following information for each full-time vacancy:

ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES

Full-Time Vacancy EEO Information

Job Title of Vacancy:

Weekend Weather Anchor/Reporter

Recruitment Source that referred the Hiree:

KIFI Internal

Date Vacancy Opened:

12/20/2016

Total Number of Persons

3

Date Vacancy Filled:

6/1/2017

Interviewed for the Vacancy:

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
Idaho Commerce & Labor	idahofallmail@labor.idaho.gov	Jinny	557-2500 x3557	0	No
Indeed.com	www.indeed.com			0	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
KIFI Internal/Referral	robbyn.clegg@localnews8.com	Robyn Clegg	208-525-8888	2	No
LDS Employment Blackfoot	Dsadams7355@hotmail.com	Phyllis	208-785-9318	0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Julene	208-523-8103	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
LDS Employment Pocatello	burnhams@ldschurch.org			0	Yes
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	0	No
Roberta Google	nrmecham@hotmail.com	Roberta Mecham		0	Yes
Center for New Directions ISU	cnd@isu.edu	Judy McClanahan	208-282-2454	0	Yes
Intelligent Employment Solutions	benn@iescustomstaffing.com	Ben Newbold	208-552-4775	0	Yes
Bucks Investments LLC	bucks@silverstar.com	Kerry Buxton	208-354-2710	0	Yes
Tvjobs.com	admin@tvjobs.com	Mark Holloway		1	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No
ISBA	nancy@bestinmedia.com	Nancy Roche	208-345-3072	0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy:	News Producer	Recruitment Source that referred the Hiree:	KIFI Website
Date Vacancy Opened:	3/16/2017	Total Number of Persons Interviewed for the Vacancy:	6
Date Vacancy Filled:	6/1/2017		

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
Idaho Commerce & Labor	idahofallsmail@labor.idaho.gov	Jinny	557-2500 x3557	0	No
Indeed.com	www.indeed.com			0	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	3	No
KIFI Internal/Referral	robyn.clegg@localnews8.com	Robyn Clegg	208-525-8888	2	No
LDS Employment Blackfoot	Dsadams7355@hotmail.com	Phyllis	208-785-9318	0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Julene	208-523-8103	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
LDS Employment Pocatello	burnhams@ldschurch.org			0	Yes
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	0	No
Roberta Google	nrmecham@hotmail.com	Roberta Mecham		0	Yes
Tvjobs.com	admin@tvjobs.com	Mark Holloway		1	No
Center for New Directions ISU	cnd@isu.edu	Judy McClanahan	282-2454	0	Yes
Bucks Investments LLC	bucks@silverstar.com	Kerry Buxton	208-354-2710	0	Yes
Intelligent Employment Solutions	benn@iescustomstaffing.com	Ben Newbold	208-552-4775	0	Yes
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No
				6	

Full-Time Vacancy EEO Information

Job Title of Vacancy: Sales Intern Recruitment Source that referred the Hiree: BYU-Idaho (Handshake)

Date Vacancy Opened: 4/24/2017 Total Number of Persons Interviewed for the Vacancy: 3

Date Vacancy Filled: 6/7/2017

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
KIFI Internal/Referral	robbyn.clegg@localnews8.com	Robyn Clegg	208-525-8888	0	No
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	0	No
Center for New Directions ISU	cnd@isu.edu	Judy McClanahan	282-2454	1	Yes
LDS Employment Blackfoot	Dsadams7355@hotmail.com	Phyllis	208-785-9318	0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Julene	208-523-8103	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
LDS Employment Pocatello	burnhams@ldschurch.org			0	Yes
Roberta Google	nrmecham@hotmail.com	Roberta Mecham		0	Yes
Intelligent Employment Solutions	benn@iescustomstaffing.com	Ben Newbold	208-552-4775	0	Yes
Bucks Investments LLC	bucks@silverstar.com	Kerry Buxton	208-354-2710	0	Yes
JoinHandshake.com	www.joinhandshake.com	Posted Online		2	No

Full-Time Vacancy EEO Information

Job Title of Vacancy:

MultiMedia Journalist

Recruitment Source that referred the Hiree:

Date Vacancy Opened:

4/19/2017

NPG Website

Total Number of Persons

Date Vacancy Filled:

7/31/2017

Interviewed for the Vacancy:

11

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
Idaho Commerce & Labor	idahofallsmail@labor.idaho.gov	Jinny	557-2500 x3557	0	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
KIFI Internal/Referral	robyn.clegg@localnews8.com	Robyn Clegg	208-525-8888	0	No
LDS Employment Blackfoot	Dsadams7355@hotmail.com	Phyllis	208-785-9318	0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Julene	208-523-8103	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
LDS Employment Pocatello	burnhams@ldschurch.org			0	Yes
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	2	No
Magid Consulting	magid.com			1	No
Roberta Google	nrneacham@hotmail.com	Roberta Mecham		0	Yes
Tvjobs.com	admin@tvjobs.com	Mark Holloway		7	No
Center for New Directions ISU	cnd@isu.edu	Judy McClanahan	282-2454	0	Yes
Bucks Investments LLC	bucks@silverstar.com	Kerry Buxton	208-354-2710	0	Yes
ISBA	nancy@bestinmedia.com	Nancy Roche	208-345-3072	0	No
Intelligent Employment Solutions	benn@iescustomstaffing.com	Ben Newbold	208-552-4775	0	Yes
JoinHandshake.com	www.joinhandshake.com	Posted Online		1	No

11

Full-Time Vacancy EEO Information

Job Title of Vacancy:	Account Executive-KIFI	Recruitment Source that referred the Hiree:
Date Vacancy Opened:	12/28/2016	Total Number of Persons
Date Vacancy Filled:	8/14/2017	Interviewed for the Vacancy:

Indeed.com
5

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
Idaho Commerce & Labor	idahofallmail@labor.idaho.gov	Jinny	557-2500 x3557	0	No
Indeed.com	www.indeed.com			5	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
KIFI Internal/Referral	robbyn.clegg@localnews8.com	Robyn Clegg	208-525-8888	0	No
LDS Employment Blackfoot	Dsadams7355@hotmail.com	Phyllis	208-785-9318	0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Julene	208-523-8103	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
LDS Employment Pocatello	burnhams@ldschurch.org			0	Yes
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	0	No
Roberta Google	nrmeacham@hotmail.com	Roberta Mecham		0	Yes
Center for New Directions ISU	cnd@isu.edu	Judy McClanahan	282-2454	0	Yes
Bucks Investments LLC	bucks@silverstar.com	Kerry Buxton	208-354-2710	0	Yes
ISBA	nancy@bestinmedia.com	Nancy Roche	208-345-3072	0	No
Intelligent Employment Solutions	benn@iescustomstaffing.com	Ben Newbold	208-552-4775	0	Yes
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy:	News Producer	Recruitment Source that referred the Hiree:
Date Vacancy Opened:	3/16/2017	Total Number of Persons Interviewed for the Vacancy:
Date Vacancy Filled:	8/23/2017	

KIFI Referral

2

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No
Idaho Commerce & Labor	idahofallmail@labor.idaho.gov	Jimny	557-2500 x3557	0	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
KIFI Internal/Referral	robbyn.clegg@localnews8.com	Robbyn Clegg	208-525-8888	1	No
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	0	No
LDS Employment Blackfoot	Dsadams7355@hotmail.com	Phyllis	208-785-9318	0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Julene	208-523-8103	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
LDS Employment Pocatello	burnhams@ldschurch.org			0	Yes
Roberta Google	nrmecham@hotmail.com	Roberta Mecham		0	Yes
Tvjobs.com	admin@tvjobs.com	Mark Holloway		1	No
Center for New Directions ISU	end@isu.edu	Judy McClanahan	282-2454	0	Yes
Bucks Investments LLC	bucks@silverstar.com	Kerry Buxton	208-354-2710	0	Yes
ISBA	nancy@bestinmedia.com	Nancy Roche	208-345-3072	0	No
Intelligent Employment Solutions	benn@iescustomstaffing.com	Ben Newbold	208-552-4775	0	Yes

Full-Time Vacancy EEO Information

Job Title of Vacancy:

Sports Anchor/Reporter

Recruitment Source that referred the Hiree:

Date Vacancy Opened:

3/30/2017

Total Number of Persons

Tvjobs.com

Date Vacancy Filled:

9/5/2017

Interviewed for the Vacancy:

8

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No
Idaho Commerce & Labor	idahofallmail@labor.idaho.gov	Jinny	557-2500 x3557	0	No
Indeed.com	www.indeed.com			0	No
KIFI Internal/Referral	robbyn.clegg@localnews8.com	Robbyn Clegg	208-525-8888	0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		8	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	0	No
Roberta Google	nrneacham@hotmail.com	Roberta Mecham		0	Yes
Center for New Directions ISU	end@isu.edu	Judy McClanahan	282-2454	0	Yes
Bucks Investments LLC	bucks@silverstar.com	Kerry Buxton	208-354-2710	0	Yes
Intelligent Employment Solutions	benn@iescustomstaffing.com	Ben Newbold	208-552-4775	0	Yes
LDS Employment Blackfoot	Dsadam7355@hotmail.com	Phyllis	208-785-9318	0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Julene	208-523-8103	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
LDS Employment Pocatello	burnhams@ldschurch.org			0	Yes

8

Full-Time Vacancy EEO Information

Job Title of Vacancy:

Video Editor

Recruitment Source that referred the Hiree:

KIFI Referral

Date Vacancy Opened:

8/30/2017

Total Number of Persons

1

Date Vacancy Filled:

10/2/2017

Interviewed for the Vacancy:

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
Indeed.com	www.indeed.com			0	No
KIFI Internal/Referral	robyn.clegg@localnews8.com	Robyn Clegg	208-525-8888	1	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	0	No
LDS Employment Blackfoot	Dsadams7355@hotmail.com	Phyllis	208-785-9318	0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Julene	208-523-8103	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
LDS Employment Pocatello	burnhams@ldschurch.org			0	Yes
Robertia Google	nrmeacham@hotmail.com	Robertia Mecham		0	Yes
Center for New Directions ISU	cnd@isu.edu	Judy McClanahan	282-2454	0	Yes
Bucks Investments LLC	bucks@silverstar.com	Kerry Buxton	208-354-2710	0	Yes
Intelligent Employment Solutions	benn@iescustomstaffing.com	Ben Newbold	208-552-4775	0	Yes
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy:

MMJ/Producer

Recruitment Source that
referred the Hiree:

KIFI Website

Date Vacancy Opened:

5/1/2017

Total Number of Persons

Date Vacancy Filled:

10/23/2017

Interviewed for the Vacancy:

4

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
Bucks Investments LLC	bucks@silverstar.com	Kerry Buxton	208-354-2710	0	Yes
Center for New Directions ISU	cnd@isu.edu	Judy McClanahan	208-282-2454	0	Yes
Idaho Commerce & Labor	idahofallsmail@labor.idaho.gov	Michael Hill	557-2500 x3557	0	No
Indeed.com	www.indeed.com			0	No
Intelligent Employment Solutions	benn@iescustomstaffing.com	Ben Newbold	208-552-4775	0	Yes
ISBA	isba@qwestoffice.net	Connie Searles		0	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	2	No
KIFI Internal/Referral	robyn.clegg@localnews8.com	Robyn Clegg	208-525-8888	1	No
LDS Employment Blackfoot	Dsadams7355@hotmail.com	Phyllis	208-785-9318	0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Julene	208-523-8103	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
LDS Employment Pocatello	burnhams@ldschurch.org			0	Yes
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	0	No
Robertta Google	nrmecham@hotmail.com	Robertta Mecham		0	Yes
Tvjobs.com	admin@tvjobs.com	Mark Holloway		1	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy:

Commercial Producer

Recruitment Source that referred the Hiree:

Date Vacancy Opened:

8/1/2017

KIFI Internal Promotion

Date Vacancy Filled:

10/31/2017

Total Number of Persons

Interviewed for the Vacancy:

6

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
Idaho Commerce & Labor	idahofallsmail@labor.idaho.gov	Jimmy	557-2500 x3557	0	No
Indeed.com	www.indeed.com			0	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	2	No
KIFI Internal/Referral	robbyn.clegg@localnews8.com	Robyn Clegg	208-525-8888	4	No
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	0	No
LDS Employment Blackfoot	Dsadams7355@hotmail.com	Phyllis	208-785-9318	0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Julene	208-523-8103	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
LDS Employment Pocatello	burnhams@ldschurch.org			0	Yes
Roberta Google	nrmecham@hotmail.com	Roberta Mecham		0	Yes
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No
Center for New Directions ISU	cnd@isu.edu	Judy McClanahan	282-2454	0	Yes
Bucks Investments LLC	bucks@silverstar.com	Kerry Buxton	208-354-2710	0	Yes
ISBA	nancy@bestinmedia.com	Nancy Roche	208-345-3072	0	No
Intelligent Employment Solutions	benn@iescustomstaffing.com	Ben Newbold	208-552-4775	0	Yes

Full-Time Vacancy EEO Information

Job Title of Vacancy: Account Executive-KIDK

Recruitment Source that referred the Hiree:

NPG Website

Date Vacancy Opened: 11/1/2017

Total Number of Persons

Date Vacancy Filled: 12/4/2017

Interviewed for the Vacancy:

4

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
Indeed.com	www.indeed.com			0	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
KIFI Internal/Referral	robbyn.clegg@localnews8.com	Robbyn Clegg	208-525-8888	1	No
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	1	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No
Walk-in	robbyn.clegg@localnews8.com	Robbyn Clegg	208-525-888	1	No
LDS Employment Blackfoot	Dsadams7355@hotmail.com	Phyllis	208-785-9318	0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Julene	208-523-8103	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
LDS Employment Pocatello	burnhams@ldschurch.org			0	Yes
Roberta Google	nrmecham@hotmail.com	Roberta Mecham		0	Yes
Intelligent Employment Solutions	benn@iescustomstaffing.com	Ben Newbold	208-552-4775	1	Yes
Center for New Directions ISU	cnd@isu.edu	Judy McClanahan	282-2454	0	Yes
Bucks Investments LLC	bucks@silverstar.com	Kerry Buxton	208-354-2710	0	Yes

Full-Time Vacancy EEO Information

Job Title of Vacancy:

Newscast Director

Recruitment Source that referred the Hiree:

Date Vacancy Opened:

11/1/2017

KIFI Referral

Date Vacancy Filled:

12/18/2017

Total Number of Persons

Interviewed for the Vacancy:

3

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
JoinHandshake.com	www.joinhandshake.com	Posted Online		1	No
Bucks Investments LLC	bucks@silverstar.com	Kerry Buxton	208-354-2710	0	Yes
Center for New Direction ISU	cnd@isu.edu	Judy McClanahan	208-282-2454	0	Yes
Intelligent Employment Solutions	benn@iescustomstaffing.com	Ben Newbold	208-552-4775	0	Yes
Idaho Commerce & Labor	idahofallmail@labor.idaho.gov	Jimmy	557-2500 x3557	0	No
Indeed.com	www.indeed.com			0	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
KIFI Internal/Referral	robbyn.clegg@localnews8.com	Robyn Clegg	208-525-8888	2	No
LDS Employment Blackfoot	Dsadams7355@hotmail.com	Phyllis	208-785-9318	0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Julene	208-523-8103	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
LDS Employment Pocatello	burnhams@ldschurch.org			0	Yes
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	0	No
Roberta Google	nrmecham@hotmail.com	Roberta Mecham		0	Yes
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy:	Videographer/Photographer	Recruitment Source that referred the Hiree:	KIFI Website
Date Vacancy Opened:	11/17/2017	Total Number of Persons Interviewed for the Vacancy:	3
Date Vacancy Filled:	2/5/2018		

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
Idaho Commerce & Labor	idahofallmail@labor.idaho.gov	Jinny	557-2500 x3557	0	No
Indeed.com	www.indeed.com			2	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	1	No
KIFI Internal/Referral	robbyn.clegg@localnews8.com	Robyn Clegg	208-525-8888	0	No
LDS Employment Blackfoot	Dsadams7355@hotmail.com	Phyllis	208-785-9318	0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Julene	208-523-8103	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
LDS Employment Pocatello	burnhams@ldschurch.org			0	Yes
ISBA	nancy@bestinmedia.com	Nancy Roche	208-345-3072	0	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No
Roberta Google	rrmecham@hotmail.com	Roberta Mecham		0	Yes
Center for New Directions ISU	cnd@isu.edu	Judy McClanahan	282-2454	0	Yes
Intelligent Employment Solutions	benn@iescustomstaffing.com	Ben Newbold	208-552-4775	0	Yes
Bucks Investments LLC	bucks@silverstar.com	Kerry Buxton	208-354-2710	0	Yes

Full-Time Vacancy EEO Information

Job Title of Vacancy: Weekend Weather Anchor/MMJ Recruitment Source that referred the Hiree: Tvjobs.com

Date Vacancy Opened: 11/1/2017 Total Number of Persons Interviewed for the Vacancy: 7

Date Vacancy Filled: 4/2/2018

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
Bucks Investments LLC	bucks@silverstar.com	Kerry Buxton	208-354-2710	0	Yes
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No
Center for New Directions ISU	cnd@isu.edu	Judy McClanahan	208-282-2454	0	Yes
Indeed.com	www.indeed.com			0	No
Intelligent Employment Solutions	benn@iescustomstaffing.com	Ben Newbold	208-552-4775	0	Yes
ISBA	nancy@bestinmedia.com	Nancy Roche	208-345-3072	0	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	1	No
KIFI Internal/Referral	robbyn.clegg@localnews8.com	Robbyn Clegg	208-525-8888	0	No
LDS Employment Blackfoot	Dsadams7355@hotmail.com	Phyllis	208-785-9318	0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Julene	208-523-8103	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
LDS Employment Pocatello	burnhams@ldschurch.org			0	Yes
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	1	No
Roberta Google	nrmecham@hotmail.com	Roberta Mecham		0	Yes
Tvjobs.com	admin@tvjobs.com	Mark Holloway		5	No

Full-Time Vacancy EEO Information

Job Title of Vacancy: Part-time Multi-media Journalist Recruitment Source that referred the Hiree: KIFI Internal Promotion
 Date Vacancy Opened: 12/18/2017 Total Number of Persons
 Date Vacancy Filled: 1/9/2018 Interviewed for the Vacancy: 1

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
Idaho Commerce & Labor	idahofallmail@labor.idaho.gov	Jinny	557-2500 x3557	0	No
Indeed.com	www.indeed.com			0	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
KIFI Internal/Referral	robbyn.clegg@localnews8.com	Robbyn Clegg	208-525-8888	1	No
LDS Employment Blackfoot	Dsadams7355@hotmail.com	Phyllis	208-785-9318	0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Julene	208-523-8103	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
LDS Employment Pocatello	burnhams@ldschurch.org			0	Yes
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	0	No
Roberta Google	nrmecham@hotmail.com	Roberta Mecham		0	Yes
Center for New Directions ISU	cnd@isu.edu	Judy McClanahan	282-2454	0	Yes
Intelligent Employment Solutions	benn@iescustomstaffing.com	Ben Newbold	208-552-4775	0	Yes
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No
Bucks Investments LLC	bucks@silverstar.com	Kerry Buxton	208-354-2710	0	Yes

Full-Time Vacancy EEO Information

Job Title of Vacancy: Morning & Noon Anchor/Reporter Recruitment Source that referred the Hiree: KIFI Internal Promotion

Date Vacancy Opened: 4/1/2017 Total Number of Persons Interviewed for the Vacancy: 1

Date Vacancy Filled: 11/20/2017

Recruitment Sources Used to Fill the Vacancy					
Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No
Idaho Commerce & Labor	idahofallmail@labor.idaho.gov	Jinny	557-2500 x3557	0	No
Indeed.com	www.indeed.com			0	No
KIFI Internal/Referral	robyn.clegg@localnews8.com	Robyn Clegg	208-525-8888	1	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
LDS Employment Blackfoot	Dsadams7355@hotmail.com	Phyllis	208-785-9318	0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Julene	208-523-8103	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
LDS Employment Pocatello	burnhams@ldschurh.org			0	Yes
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	0	No
Robertta Google	nrmecham@hotmail.com	Robertta Mecham		0	Yes
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No
Center for New Directions ISU	end@isu.edu	Judy McClanahan	282-2454	0	Yes
Bucks Investments LLC	bucks@silverstar.com	Kerry Buxton	208-354-2710	0	Yes
ISBA	nancy@bestinmedia.com	Nancy Roche	208-345-3072	0	No
Intelligent Employment Solutions	benn@iescustomstaffing.com	Ben Newbold	208-552-4775	0	Yes
Linked In	www.linkedin.com	Posted Online		0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy: Weekend Anchor/MMJ Recruitment Source that referred the Hiree: KIFI Internal Promotion
 Date Vacancy Opened: 11/1/2017 Total Number of Persons
 Date Vacancy Filled: 1/21/2018 Interviewed for the Vacancy: 1

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
Idaho Commerce & Labor	idahofallsmail@labor.idaho.gov	Jinny	557-2500 x3557	0	No
Indeed.com	www.indeed.com			0	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
KIFI Internal/Referral	robbyn.clegg@localnews8.com	Robyn Clegg	208-525-8888	1	No
LDS Employment Blackfoot	Dsadams7355@hotmail.com	Phyllis	208-785-9318	0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Julene	208-523-8103	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
LDS Employment Pocatello	burnhams@ldschurch.org			0	Yes
ISBA	nancy@bestinmedia.com	Nancy Roche	208-345-3072	0	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No
Roberta Google	rmmecham@hotmail.com	Roberta Mecham		0	Yes
Center for New Directions ISU	end@isu.edu	Judy McClanahan	282-2454	0	Yes
Intelligent Employment Solutions	benn@iescustomstaffing.com	Ben Newbold	208-552-4775	0	Yes
Bucks Investments LLC	bucks@silverstar.com	Kerry Buxton	208-354-2710	0	Yes

Full-Time Vacancy EEO Information

Job Title of Vacancy: Account Executive-KIFI Recruitment Source that referred the Hiree: Indeed.com
 Date Vacancy Opened: 2/8/2018 Total Number of Persons Interviewed for the Vacancy: 3
 Date Vacancy Filled: 5/7/2018

Recruitment Sources Used to Fill the Vacancy					
Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
Idaho Commerce & Labor	idahofallmail@labor.idaho.gov	Jinny	557-2500 x3557	0	No
Indeed.com	www.indeed.com			1	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
KIFI Internal/Referral	robbyn.clegg@localnews8.com	Robbyn Clegg	208-525-8888	0	No
LDS Employment Blackfoot	Dsadams7355@hotmail.com	Phyllis	208-785-9318	0	Yes
LDS Employment East Stake	Wel-ec-blackfoot@ldschurch.org	Julene	208-523-8103	0	Yes
LDS Employment Idaho Falls	Wel-ec-idfalls@ldschurch.org		208-523-4880	0	Yes
LDS Employment Pocatello	burnhams@ldschurch.org			0	Yes
ISBA	nancy@bestinmedia.com	Nancy Roche	208-345-3072	0	No
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	0	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No
Robertta Google	nrmecham@hotmail.com	Robertta Mecham		0	Yes
Center for New Directions ISU	end@isu.edu	Judy McClanahan	282-2454	0	Yes
Intelligent Employment Solutions	benn@iescustomstaffing.com	Ben Newbold	208-552-4775	0	Yes
Bucks Investments LLC	bucks@silverstar.com	Kerry Buxton	208-354-2710	0	Yes
Linked In	www.linkedin.com	Posted Online		2	No

ATTACHMENT B
MENU OPTION ACTIVITIES

MENU OPTION ACTIVITIES

Stations KIFI, KXPI-LD and K49ND-D have engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
5	Intern Program	<p>Internship/Job Shadowing offered:</p> <p>(1) Sales department: 6/17-9/17 BYU-Idaho</p> <p>(5) News Department: 9/17-12/17 BYU-Idaho; 1/18-3/18 BYU-Idaho; 1/18-3/18 BYU-Idaho; 1/18-present Colorado State; 5/18-present BYU-Idaho</p>
10	Educational Institution Sponsored Events	<p>Jay Hildebrandt (Anchor/Reporter)-Teaches Public Speaking, Intro to Broadcasting and Broadcast Performance classes every Tuesday and Thursday; 12/6/17 Spoke to IFHS student leadership class</p> <p>Karole Honas (Anchor/Reporter)-7/20/17 Taught class at the Idaho State University</p> <p>Todd Kunz (Anchor/Reporter)-10/26/17 Eagle Rock Career Day</p>

4	Station Tours	<p>Tours given to various organizations:</p> <p>6/20/17: Church Group</p> <p>6/20/17: Walk-in</p> <p>6/25/17: Friends of employee</p> <p>7/10/17: Family of Matt Brewer</p> <p>7/12/17: Family of Jay Hildebrandt</p> <p>8/7/17: Walk-in</p> <p>8/14/17: Interviewed by Todd Kunz, asked for tour</p> <p>8/15/17: Scout Group</p> <p>10/18/17: Wapello Elementary Class</p> <p>11/9/17: Todd Kunz visitor</p> <p>11/15/17: Walk-in</p> <p>12/20/17: Friends of Michael Coats</p> <p>1/26/18: Boy Scouts</p> <p>2/27/18: Boy Scouts</p> <p>3/29/18: Walk-in</p> <p>4/5/18: Church group</p> <p>4/24/18: School group</p>
14	Management Level Training	<p>4/27/2018: Promax Manager's Training Setting Expectations & Accountability Feedback & Coaching (training included EEO opportunities and preventing discrimination) Attendees:</p> <p>Monte Young, General Manager, Robyn Clegg, HR Coordinator, Gina Berger, Director of Sales, Linda Gates, KIFI LSM, Todd Hendricks, KIDK/KXPI LSM, Curtis Jackson, News Director, Russ Haack, Operations Manager; Gary Smith, Chief Engineer</p>

* For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.