

KNIN
EEO PUBLIC FILE REPORT
June 1, 2020 – May 31, 2021

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
No full-time positions were filled during this reporting period		

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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	Indeeed (https://www.indeed.com/)	No	0
2	Gray TV Career Site (https://gray.tv/careers)	No	0
(etc.)			
TOTAL INTERVIEWEES OVER REPORTING PERIOD			0

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	On-air EEO announcements	6/1/2020-5/31/2021 KNIN FOX9, a Gray Television Station, is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. As part of this effort, we encourage qualified community organizations to become part of a fulltime job opportunity notification mailling list. If your organization is interested in becoming a part of this list, and you distribute job information, or can provide refferals as part of your activity, we would like to hear from you. We would then notify you of each full-time opening and ask to refer individuals to us for consideration. Send your requests to 208-381-6617 Fox9@knintv.com 1866 E Chisholm Dr. Nampa, ID 83687
2	EEO Management Training	July 9 - August 4, 2020 – our General Manager, participated in a training series “Foundations in Diversity, Equity and Inclusion; from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and way to mitigate the, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding; gendered language, race, class and ability, how to apologize effectively.
3	EEO Management Training	11/19/2020 Our EEO Coordinator/Office Manager participated in The FCC’s Equal Employment Opportunity Rules: A Webinar for Gray Television Stations presented by Joan Stewart of Wiley Rein, LLP to employees of Gray Television Licensee, LLC.