

KTVB (TV), KTFT-LP
EEO PUBLIC FILE REPORT
June 1, 2010 through May 31, 2011

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Morning Newscast Reporter	1-7, 13-18, 22, 23, 25-26, 28	22
Account Executive	1-7, 13-18, 22, 23-26	24
Sports Reporter/Anchor	1-7, 13-18, 23-26	24
Studio Camera Operator	1-7, 13-15, 17, 18, 23-26	24
Studio Camera Operator	1-7, 13-15, 17, 18, 23, 25-26	23
Broadcast and Internet Sales Support	1-7, 13-15, 17, 18, 23, 25-26	6
Director/Master Control Operator	1-7, 13-15, 17, 18, 23, 25-26	23
Transmission/Broadcast Technician	1-7, 13-18, 23, 25-26, 28	23
Weekend Photographer	1-7, 13-15, 17, 18, 23-26	24
Public Service Producer	1-7, 13-15, 17, 18, 23-26	1
Creative Services Producer	1-7, 13-15, 17, 18, 23-26	24
Live Shot Photographer	1-7, 13-15, 17, 18, 23-26, 28	1
Master Control/Production Assistant	1-7, 13-15, 17, 18, 23-26	23
Studio Camera Operator	1-7, 13-15, 17, 18, 21, 23, 25-26, 28	21
Video Technology Engineer	1-7, 13-18, 23, 25-26, 28	28
Producer	1-7, 13-18, 23-26	1
Morning Newscast Producer	1-7, 13-18, 23, 25-26	1
Photographer	1-7, 13-15, 17, 18, 23-26, 28	24
Master Control/Production Assistant	1-7, 13-15, 17, 18, 23, 25-26	23
Studio Chief	1-7, 13-15, 17, 18, 23, 25-26	23
Master Control/Production Assistant	1-7, 13-15, 17, 18, 23, 25-26, 28	23
Public Service Producer	1-7, 13-15, 17, 18, 23, 25-26	18
Commercial Producer	1-7, 13-15, 17, 18, 23, 25-26	1

KTVB (TV), KTFT-LP
EEO PUBLIC FILE REPORT
June 1, 2010 through May 31, 2011

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	Station Website www.KTVB.com www.ZIdaho.com	No	34
2	The College of Idaho Attn: Vivian Foster, Career Information Specialist Box 40 2112 Cleveland Blvd Caldwell, ID 83605 208-459-5508 careerservices@collegeofidaho.edu	Yes	0
3	Idaho State University Attn: Troy Kase, Career Center Stop 8108 Pocatello, ID 83209 208-282-2380 careers@isu.edu	Yes	0
4	University of Idaho Attn: Noell Kinyon, Career & Professional Planning PO Box 442534 Moscow, ID 83844-2534 208-885-6121/208-885-6122 capp@uidaho.edu nkinyon@uidaho.edu	Yes	0
5	University of Oregon School of Journalism Attn: Bill Morrill 1275 University of Oregon Eugene, OR 97403 541-346-2171 bmorrill@uoregon.edu	Yes	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
6	Idaho Department of Labor Attn: David Hoag 219 W Main Street Boise, ID 83735-0030 208-332-3575 ext. 3272 dhoag@cl.idaho.gov Randy.wilde@labor.idaho.gov	Yes	6
7	Medialine www.medialine.com Attn: Mark Shilstone PO Box 51909 Pacific Grove, CA 93950 800-237-8073 mark@medialine.com	No	0
8	ITT Technical Institute Attn: Neil Whited Career Services 12302 W Explorer Dr Boise, ID 83713 208-322-8844	No	0
9	Belo Corporate Intranet Posting	No	0
10	Native American Journalists Association 395 W. Lindsey Norman, OK 73019-4201 405-325-9008 info@naja.com	No	0
11	National Association of Hispanic Journalists 1000 National Press Bldg 529 14th Street NW Washington, DC 20045 202-662-8901 jobbank@nahj.org	No	0
12	Columbia University Graduate School of Journalism 2950 Broadway New York, NY 10027 212-584-4422 postjobs@jrn.columbia.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
13	Northwest Nazarene University Attn: Amanda Marble 623 Holly Street Nampa, ID 83636 208-467-8767 career@nnu.edu	Yes	0
14	BYU-Idaho Internship & Career Services 230 Kimball Building Rexburg, ID 83460-1667 208-496-2750 Attn: Kerrie Schneider careernavigator@byui.edu	Yes	0
15	BYU – Utah CES Admissions Attn: Heidi Vogeler A-41 ASB Brigham Young University Provo, UT 84602 801-422-3000 Heidi_Vogeler@byu.edu	Yes	0
16	BYU – Utah Alumni Services Attn: Scott Greenhalgh Scott-greenhalgh@byu.edu 801-422-6933	No	0
17	Lewis-Clark State College Reid Hall Room 110 500 8th Ave. Lewiston, ID 83501 casws@lcsc.edu	Yes	0
18	Boise State University Career Center Boise, ID 83725-1310 (208) 426-1747 career@boisestate.edu	No	4
19	Radio Television Digital News Assoc. (RTNDA) Attn: Jane Nassiri 202-834-1310 janen@rtnda.org	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
20	National Association of Broadcasters Attn: Romana Sultana 1771 N Street NW Washington, DC, 20036 202-429-5428 <i>www.nabef.org</i> <i>rsultana@nab.org</i>	No	0
21	Walk-in/Self-Referral	No	1
22	Non-Employee referral	No	2
23	Internal Posting/Candidate	No	11
24	Employee referral	No	16
25	KTVB PSA Television Spots	No	0
26	TV Jobs <i>www.TVJobs.com</i> Mark Halloway PO Box 4116 Oceanside, CA 92052 800-374-0119	No	6
27	Monster.com <i>www.monster.com</i> 800-MONSTER (666-7837)	No	0
28	Recruiting Event <i>(as described in section III)</i>	No	2
29	Craigslist.org	No	0
30	Times News PO Box 548 Twin Falls, ID 83303 208-733-0931 <i>employ@magicvalley.com</i>	No	0
31	Unknown Recruitment Source	No	11
TOTAL NUMBER OF INTERVIEWEES OVER REPORTING PERIOD:			93

**KTVB (TV), KTFT-LP
EEO PUBLIC FILE REPORT
June 1, 2010 through May 31, 2011**

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in an event or program for or on behalf of an educational institution relating to broadcasting careers	On August 2, 2010, we gave a guided tour of our station to students from Northwest International Student Exchange, an organization that integrates international education, global perspectives, and cross-cultural knowledge into academic programs as well as the community at large. The tour highlighted various functions of a TV station, including news, production, sales, and administration, as well as the various career opportunities available to those interested in a broadcast career. SEU participants included our Front Desk Assistant/Security Administrator.
2	Participate in an event or program for or on behalf of an educational institution relating to broadcasting careers	August 2010- May 2011 – A KTVB Anchor served as a lecturer for the Dept. of Mass Communications at Northwest Nazarene University. She taught a class entitled “Broadcast Communication.” The class was designed to give students experience in how to accurately disseminate news to the public. Students had the opportunity to ask questions about broadcasting careers.
3	Participate in an event or program for or on behalf of an educational institution relating to broadcasting careers	On June 29, 2010, the KTVB News Director was a guest lecturer for a media writing class at Boise State University. He discussed journalism and spoke about the skills needed to be a successful candidate for employment in the newsroom. Students were given the opportunity to ask general questions regarding this television news station as well as news coverage.
4	Participate in an event or program for or on behalf of an educational institution relating to broadcasting careers	KTVB took part in Northwest Nazarene University’s internship program. Two students were chosen to be paid newsroom interns. They performed basic job functions in the newsroom and were given the opportunity to learn website, writing, researching, editing and assignment desk skills. These internships were completed in April 2011.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5	Participate in an event or program for or on behalf of an educational institution relating to broadcasting careers	On June 11, 2010, we gave a guided tour of our station to Community Connections Inc., an organization that assists adults with disabilities in becoming more independent. The tour highlighted the various functions of a TV station, including news, production, sales, and administration, as well as the career opportunities available to those interested in broadcasting. SEU participants included our Front Desk Assistant/Security Administrator.
6	Participate in an event or program for or on behalf of an educational institution relating to broadcasting careers	On July 16, 2010, we gave a guided tour of our station to All Seasons Mental Health, an organization that assists adults with developmental disabilities and/or mental health issues in independent living and developmental growth. The tour highlighted the various functions of a TV station, including news, production, sales, and administration, as well as the career opportunities available to those interested in broadcasting. SEU participants included our Front Desk Assistant/Security Administrator.
7	Participate in an event or program for or on behalf of an educational institution relating to broadcasting careers	On July 12, 2010, KTVB attended the Boise State University student job fair. At the fair we answered attendees' questions regarding employment opportunities as well as general questions about television stations and news coverage. SEU participants included our Senior Accountant and Payroll/AP Accountant.
8	Participate in Job Fair	On November 24, 2010 we gave a guided tour of our station to Boys and Girls Club of Garden City, an organization that provides a positive, empowering environment for children and teenagers in need. The tour highlighted the various functions of a TV station, including news, production, sales, and administration, as well as the career opportunities available to those interested in broadcasting. SEU participants included our Front Desk Assistant/Security Administrator.
9	Participate in an event or program for or on behalf of an educational institution relating to broadcasting careers	On January 24, 2011 we gave a guided tour of our station to journalism and video editing students from Weiser High School. The tour highlighted the various functions of a TV station, including news, production, sales, and administration, as well as the various career opportunities available. SEU participants included our Front Desk Assistant/Security Administrator.
10	Participate in an event or program for or on behalf of an educational institution relating to broadcasting careers	On February 11, 2011 we gave a guided tour of our station to Community Connections Inc., an organization that assists adults with disabilities in becoming more independent. The tour highlighted the various functions of a TV station, including news, production, sales, and administration, as well as the career opportunities available to those interested in broadcasting. SEU participants included our Front Desk Assistant/Security Administrator.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
11	Participate in an event or program for or on behalf of a community organization relating to broadcasting careers	On February 23, 2011 KTVB attended the Boise State University career fair. At the fair we answered attendees' questions regarding employment opportunities as well as general questions about television stations and news coverage. SEU participants included our Senior Accountant and Payroll/AP Accountant.
12	Participate in an event or program for or on behalf of an educational institution relating to broadcasting careers	On February 24, 2011 KTVB attended the Northwest Nazarene University career fair. At the fair we answered attendees' questions regarding employment opportunities as well as general questions about television stations and news coverage. SEU participants included our Senior Accountant and Payroll/AP Accountant.