

Journal Broadcast Group-Boise Operations
KIVI-TV, KJOT-FM, KQXR-FM, KRVB-FM, KTHI-FM,
KCID-AM, KGEM-AM
KNIN-TV (Station Purchased 4/23/2009)

Annual EEO Public File Report
June 1, 2008-May 31, 2009

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit and is required to be placed in the public inspection files of the station and posted on the station’s websites, if they have websites.

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person, telephone number, fax number and email address (if applicable);
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Account Executive - KNIN Acquisition

Referral Source	Number of Applicants Interviewed	Hired?
Other Acquisition	2	<input checked="" type="checkbox"/>
Number of Applicants Interviewed		2

Account Executive 1

Referral Source	Number of Applicants Interviewed	Hired?
Employee Referral	1	<input checked="" type="checkbox"/>
Employee Referral	5	<input type="checkbox"/>
Other Networking Event	1	<input type="checkbox"/>
Word of mouth	1	<input checked="" type="checkbox"/>
Word of mouth	3	<input type="checkbox"/>
Number of Applicants Interviewed		11

Account Executive 2

Referral Source	Number of Applicants Interviewed	Hired?
Employee Referral	1	<input type="checkbox"/>
Journal Broadcast Group website	1	<input checked="" type="checkbox"/>
Journal Broadcast Group website	3	<input type="checkbox"/>
Other BoiseHelpWanted.com	1	<input type="checkbox"/>
Other CareerBuilder.com	1	<input type="checkbox"/>
Other ID Dept. Of Labor	1	<input type="checkbox"/>
Other Monster.com	1	<input type="checkbox"/>
Other Univ. of Idaho Career	1	<input type="checkbox"/>
Unsolicited	1	<input type="checkbox"/>
Number of Applicants Interviewed		11

Account Executive 3

Referral Source	Number of Applicants Interviewed	Hired?
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Employee Referral		1	<input checked="" type="checkbox"/>
Employee Referral		2	<input type="checkbox"/>
Other	Idaho Commerce & La	1	<input type="checkbox"/>
Walk-in		1	<input type="checkbox"/>
Word of mouth		1	<input type="checkbox"/>
Number of Applicants Interviewed		6	

Anchor/Reporter

Referral Source		Number of Applicants Interviewed	Hired?
Journal Broadcast Group website		1	<input checked="" type="checkbox"/>
Journal Broadcast Group website		1	<input type="checkbox"/>
Other	TVJobs.com	1	<input type="checkbox"/>
Number of Applicants Interviewed		3	

Editor

Referral Source		Number of Applicants Interviewed	Hired?
Internal Candidate		1	<input checked="" type="checkbox"/>
Other	ProductionHub.com	1	<input type="checkbox"/>
Other	TVJobs.com	1	<input type="checkbox"/>
Number of Applicants Interviewed		3	

Marketing Producer

Referral Source		Number of Applicants Interviewed	Hired?
Internal Candidate		1	<input checked="" type="checkbox"/>
Internal Candidate		1	<input type="checkbox"/>
Journal Broadcast Group website		3	<input type="checkbox"/>
Number of Applicants Interviewed		5	

Master Control Operator - KNIN Acquisition

Referral Source		Number of Applicants Interviewed	Hired?
Other	Acquisition	6	<input checked="" type="checkbox"/>
Number of Applicants Interviewed		6	

News Director

Referral Source	Number of Applicants Interviewed	Hired?
Internal Candidate	1	<input checked="" type="checkbox"/>
Journal Broadcast Group website	1	<input type="checkbox"/>
Other TVJobs.com	1	<input type="checkbox"/>
Number of Applicants Interviewed	3	

Photographer

Referral Source	Number of Applicants Interviewed	Hired?
Other TVJobs.com	1	<input checked="" type="checkbox"/>
Other TVJobs.com	3	<input type="checkbox"/>
Unsolicited	1	<input type="checkbox"/>
Walk-in	1	<input type="checkbox"/>
Word of mouth	1	<input type="checkbox"/>
Number of Applicants Interviewed	7	

Production Specialist - PT (Ave. 30hrs/week)

Referral Source	Number of Applicants Interviewed	Hired?
Employee Referral	3	<input type="checkbox"/>
Journal Broadcast Group website	1	<input checked="" type="checkbox"/>
Journal Broadcast Group website	2	<input type="checkbox"/>
Walk-in	2	<input type="checkbox"/>
Word of mouth	3	<input type="checkbox"/>
Number of Applicants Interviewed	11	

Traffic Assistant

Referral Source	Number of Applicants Interviewed	Hired?
Journal Broadcast Group website	1	<input type="checkbox"/>
Other Unknown	1	<input checked="" type="checkbox"/>
Word of mouth	1	<input type="checkbox"/>
Number of Applicants Interviewed	3	

Traffic Coordinator - KNIN Acquisition

Referral Source	Number of Applicants Interviewed	Hired?
Other Acquisition	1	<input checked="" type="checkbox"/>
Number of Applicants Interviewed	1	
<i>Grand Total</i>	72	

APPLICANT PROVIDERS - Radio & TV Operations

2008-2009

ORGANIZATION	CONTACT	ADDRESS	City, State, Zip Code	PHONE	FAX	PREFERRED METHOD	Positions Posted
24-Hour JBG Jobline	Cathy Prazenica	5257 Fairview Ave. #260	Boise, ID 83706	208-947-5400		Current: cprazenica@journalbroadcastgroup.com	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
ACAP XXX Requested to be added 8/30/07	Kelly Osmond		Ft Rucker, AL	334-255-2558		katrina.surratt1@us.army.mil	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
ACS State & Local Solutions (contracted out by Health & Welfare Job Search Assist. Program)	Sue Jones	8414 Fairview Ave.	Boise, ID 83704	208-375-2447	208-375-2358	Current: sue@arborboise.com	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
Albertson College (College of Idaho)	Dora Gallegos	2112 Cleveland Blvd.	Caldwell, ID 83605	208-459-5011		Current: careerservices@albertson.edu or fax to 459-5849	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
American Broadcasting School XXX-requested to be added 11/15/04	Michelle McConnell, Job Placement Director	712 North Watson Road, Suite 200	Arlington, TX 76011	817-695-2474		Current: email to michelle@radioschool.com or fax to 817-695-2838	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
Bates Technical College XXX Requested to be added 5/17/05	Al Hunton	2320 S. 19th Street	Tacoma, WA 98405	253-680-7752		Contact updated 6/13/08 to: fmonroe@bates.ctc.edu	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
Boise Advertising Federation	Update 8-19-08: MadelineRudledge	6105 S. Schooner Pl.	Boise, ID 83716	208-344-1587		updated to hollyfunk@gmail.com on 2/15/06 Updated 8-19-08: mrutledge@journalbroadcastgroup.com	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
Boise State University Career Center	Vickie Coale	1910 University Drive	Boise, ID 83725	208-426-1744		Changed to Web Posting 5/20/08: http://career.boisestate.edu	Account Manager 1, Account Manager 2, Account Manager 3, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
Boise State University Cultural Center & Women's Center	Evangeline Beaver, Administrative Assistant	1910 University Drive	Boise, ID 83725	208-426-5950	208-426-1391	Current: evangelinebeaver@boisestate.edu	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
Boise State University OELA (Organización de estudiantes Latino Americanas)	Old: Liliانا Rodriguez New: Ramon Silva	1910 University Drive	Boise, ID 83725	208-426-3038		Current: rsilva@boisestate.edu	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
Boisehelpwanted.com		One Civic Center Plaza, 506	Poughkeepsie, NY 12601			Post At: www.boisehelpwanted.com	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
Brown College XXX-requested to be added 12-20-04	Rebecca Ewanga(Television Production) or Karol Baumeister (Radio)	1440 Northland Drive	Mendota Heights, MN 55120	651-905-3465	651-905-3555	Post all jobs online at: http://placement.browncollege.edu https://my.browncollege.edu/mycampus/employer/ (new website eff 6/30/05) Contact email: rewanga@browncollege.edu or kbaumeister@browncollege.edu	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
Central Michigan University XXX - requested to be added 5-15-06	Peter B. Orlik, PH.D.	340 Moore Hall	Mount Pleasant, MI 48859	989-774-3851	989-774-2426	orlik1pb@cmich.edu	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
Eastern Idaho Technical College-EITC Career Placement Center	Jason Meldrum	1600 S. 25th E	Idaho Falls, ID 83404	208-524-3000 x3337	208-534-3004	Current: jmeldrum@eitc.edu	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
Emerson College XXX-requested to be added 5-15-06	Dr. Marsha Della-Guistina	113 Gray Street	Arlington, MA 02476	781-646-1077		mdgrnda@yahoo.com and m_dguistina@emerson.edu	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
Goods Entertainment	Adam Goodman			800-867-9532	801 460 3100	Email to Adam@GoodsEntertainment.com	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
Hispanic Business Association	Alice Whitney	315 Stampede Drive	Nampa, ID 83687	208-463-4226		Current: info@hbaonline.org Old: Fax 334-6222 or www.jobservice.com Old: cziegler@jobservice.us Current: cziegler@cl.idaho.gov	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
Idaho Commerce & Labor (Boise Office)	Carolyn Ziegler x3285 Todd Edeker x3849	219 W. Main Street	Boise, ID 83735	208-332-3570		Current: cziegler@cl.idaho.gov	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant

APPLICANT PROVIDERS - Radio & TV Operations

2008-2009

ORGANIZATION	CONTACT	ADDRESS	City, State, Zip Code	PHONE	FAX	PREFERRED METHOD	Positions Posted
Idaho Commission on Women's Programs	Terri Bogert	P.O. Box 83720	Boise, ID 83720-0111	208-334-2110		Old: tbogert@women.state.id.us Current: kitty.kunz@women.idaho.gov	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
Idaho Migrant Council	Jennifer Ellis	317 Happy Day Blvd.	Caldwell, ID 83607	208-454-1652		Current: jellis@imcmail.org or fax to 459-0448	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
Idaho State Broadcasters Association	Connie Searles	Has a link to the Journal Broadcast Group Website and BEDA Website to view all current job postings in organization				www.idahobroadcasters.org/employment.aspx	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
Idaho State University--HALO	Janet	P.O. Box 8801	Pocatello, ID 83209	208-282-0211 208-282-2778		Old: rascrail@isu.edu Current: mcdojane@isu.edu	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
Idaho Women's Network	Charlotte Lanier / Wendy Morgan	P.O. Box 1385	Boise, ID 83701	208-344-5738	208-344-7509	Old: Fax to 344-7509 Old: ksewell@mci.net Current: wmorgan@velocitus.net Current: dhuber@journalbroadcastgroup.com or pgustin@journalbroadcastgroup.com	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
Journal Broadcast Group-Corporate	Danielle Huber or Paula Gustin	720 E. Capitol Drive	Milwaukee, WI 53212	414-967-5291			Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
Mississippi State University, Dept. of Communication XXX Requested to be added 5/17/05	Karyn Brown	PO Box PF/130 McComas Hall	Mississippi State, MS 39762	662-325-7952		kbrown@comm.msstate.edu	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
NAACP-Treasure Valley	Mary Toy	P.O. Box 8436	Boise, ID 83707	208-344-6341		Current: Call or E-mail to mtoy3@hotmail.com	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
National Alliance of State Broadcasters Associations						www.careerpage.org	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
National Association of Broadcasters <i>Removed 7/1/08, removed due to posting charges</i>	Karen Hunter	1771 N. St. NW	Washington DC 20036	202-429-5498		Post At: nab.org	Account Manager 1, Photographer, Production Specialist - Part Time
North Idaho College-Career Center	Marilyn Quinn	1000 W. Garden Avenue	Coeur d'Alene, ID 83814	208-769-3297		Current: marilyn_quinn@nic.edu	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
Ohio & Illinois Center for Broadcasting XXX-requested to be added 4/03	Gary James	9000 Sweet Valley Dr.; 55W 22nd Suite 240	Valley View, OH 44125; Lombard, IL 60148	216-447-9117 216-642-9232	630-916-1700	Current: gary@beonair.com	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
Tvjobs.com and AMFMJobs.com(added 4/18/05)	Mark Holloway	PO Box 4116	Oceanside, CA 93950	760-754-8177		Post At: tvjobs.com Current: e-mail markch@tvjobs.com	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
University of Colorado at Boulder XXX-requested to be added 4-20-04	Beth Gaeddert, Dir Career Services	1511 University Ave. 478 UCB	Boulder, CO 80309	303-492-0460		Current: elizabeth.gaeddert@colorado.edu	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
University of Idaho	Career Services	UI Career Services P.O. Box 441101	Moscow, ID 83844-1101	208-885-6111		Current: career@uidaho.edu	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
University of Iowa - Career Center XXX-requested to be added 5-27-03	Christine Wells E-mail: chris-wells@uiowa.edu	24 Phillips Hall	Iowa City, IA 52242	319-335-1023	319-335-1024	Old: sherryhington@uiowa.edu Post At: www.myinterfase.com/uiowa/employer/	Account Manager 1, Account Manager 2, News Director
University of North Texas XXX Requested to be added 5/17/05	Phyllis Slocum	PO Box 310589	Denton, TX 76203	940-565-2565		slocum@unt.edu	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
University of Oregon School of Journalism XXX-requested to be added 2/28/05	Bill Morrill	1275 University of Oregon	Eugene, OR 97403			Email to bmorrill@uoregon.edu	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
University of Wisconsin-Oshkosh XXX-requested to be added 11/30/04	11-18-08: New contact is Justine Stokes AI Folker	School of Radio, TV & Film 800 Algoma Blvd.	Oshkosh, WI 54901	920-424-3133		11-18-08: New e-mail contact: stokesj@uwosh.edu folker@uwosh.edu Old: E-mail to cpaai@wcaboise.org or Fax to 343-8475 Current: atheberge@wcaboise.org	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
Womens & Children Alliance	Old: Cheryl Paoli Current: April Theberge	720 W. Washington	Boise, ID 83702	208-343-3688		Old: E-mail to cpaai@wcaboise.org or Fax to 343-8475 Current: atheberge@wcaboise.org	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant

APPLICANT PROVIDERS - Radio & TV Operations

2008-2009

ORGANIZATION	CONTACT	ADDRESS	City, State, Zip Code	PHONE	FAX	PREFERRED METHOD	Positions Posted
Working Solutions-Boise	Katie Keshian	1465 S. Vinnell Way	Boise, ID 83709	208-378-9924	208-378-9965	Fax to 378-9965	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant
Working Solutions-Nampa	Landis Rossi	1613 N. Parkcenter Place	Nampa, ID 83651	208-466-2671	208-466-2537	Fax to 466-2537	Account Manager 1, Account Manager 2, Account Manager 3, Anchor/ Reporter, Editor, Marketing Producer, News Director, Photographer, Production Specialist - Part Time, Traffic Assistant

XXX Inticates sources that have requested notification of job openings

Additional Recruitment Sources
Boise, ID
2008-2009

<u>Organization</u>	<u>Method</u>	<u>Address</u>	<u>Phone</u>	<u>Email/Fax</u>	<u>Contact</u>	<u>Positions</u>
TVSpy.com	website			www.tvspy.com		Photographer, Production Specialist - Part Time
Medialine	website	PO Box 51909	Pacific Grove, CA 93950	www.medialine.com		Photographer

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KIVI-TV, KJOT-FM, KQXR-FM, KRVB-FM, KTHI-FM
KCID-AM, KGEM-AM

Type of activity listed under Outreach Initiative worksheet: #5 Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Date of station participation: (on date; from date to date) 6/1/08 to 5/31/09

Participating employees: Steve Bertel (TV Assignment Manager), Kendra Martinez (TV Executive Producer), Kraig Spille (TV Commercial Production Manager), Joe Hughes (TV Sports Director), Rick Kemp (TV / Radio Engineering Director), Jeff Hoffert (TV Chief Engineer), Neil Vickery (TV Engineer), Brian Rodgers (Radio Production Manager)

Host/Sponsor of activity: Boise State University

Brief description of activity and station participation: Journal Broadcast Group had five (5) interns from 6/1/08 to 5/31/09, all five from Boise State University. The internships were in the following areas:

- § TV newscast production
- § TV reporter
- § TV photographer
- § TV commercial production
- § TV sports news
- § Radio and TV engineering
- § Radio production

What the interns learned:

- § TV newsroom functions and how each member of the TV newsroom contributes to a newscast on their own and as a team
- § produce TV sportscasts and make calls for stories and scores
- § shoot TV interviews and stories
- § find TV file video and edit video for TV sportscasts,
- § input information into a template for a weekly Friday night TV football show
- § be a Production Assistant during live TV news events
- § make audio and video cables / connectors
- § FM transmitters operations
- § take AM directional field strength measurements
- § dub radio barter material
- § load radio commercials into the Maestro system
- § load radio weekend programming
- § file radio production orders
- § write and produce radio commercial copy

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KCID-AM, KGEM-AM, KJOT-FM, KQXR-FM, KTHI-FM, KIVI-TV, KSAW-LP

Type of activity listed under Outreach Initiative worksheet: Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Date of station participation: (on date; from date to date) July 23, 2008 –July 26, 2008

Participating employees: Anne Schepp, VP Human Resources; Shannon Spankowski, Corporate HR Generalist; Karin Movesian, News Director KTNV-TV Las Vegas, NV; Bill Berra, VP News & News Director WTMJ-TV Milwaukee, WI; Willie Garrett, Marketing/Promotions Director WGBA-TV Green Bay; Maureen Mack, Executive Producer, Special Projects WTMJ-TV Milwaukee.

Host/Sponsor of activity: UNITY, Chicago, IL

Brief description of activity and station participation: UNITY held a job fair for both television and radio participants at the UNITY convention. Journal Broadcast Group had a booth set-up. We provided a list of all of our current job openings. We also provided information packets regarding our organization to participants and answered all questions regarding job and internship opportunities. Our news directors also had the opportunity to view and critiqued demo tapes.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KIVI-TV

Type of activity listed under Outreach Initiative worksheet: #16 Participation in other activities designed by the station employment unit 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.

Date of station participation: (on date; from date to date) 2:30 PM to 5:45 PM on 9/9/08

Participating employees: Scott Dorval (TV Chief Meteorologist), Michelle Edmonds (TV News Anchor), Don Nelson (TV News Anchor)

Host/Sponsor of activity: Boise State University

Brief description of activity and station participation: Scott Dorval conducted a job shadow from 2:30 PM to 5:45 PM on September 9, 2008. The shadow was a Boise State University communications student who is also a news anchor at Treasure Valley Community Television (channel 11). Scott gave the student a tour of the station. The student also spent time with Michelle Edmonds, Don Nelson and a photographer and watched the news at 5 PM live.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KIVI-TV, KSAW-TV
KJOT-FM, KQXR-FM, KRVB-FM, KTHI-FM
KCID-AM, KGEM-AM

Type of activity listed under Outreach Initiative worksheet: #1 Participate in at least 4 job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Date of station participation: (on date; from date to date) 9 AM to 3 PM on 10/1/08

Participating employees: Kevin McLaughlin (KTHI-FM Program Director), David Sparks (KJOT-FM Program Director), Donovan Moore (TV News Production Manager), Jeff Hoffert (TV Chief Engineer), Greg Giersch (radio General Sales Manager), Brook Bender (radio Local Sales Manager)

Host/Sponsor of activity: Boise State University Career Center

Brief description of activity and station participation: We participated in the Boise State University Career / Job Fair by providing station profiles, copies of all open job positions and by answering college students' questions about the field of broadcasting and careers in broadcasting. 18 people signed the guest log at our booth and one left a resume. The areas of interest included radio air / prep, part time TV production specialist, reporting, communications, radio, TV, sales, journalism.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KIVI-TV, KSAW-TV
KJOT-FM, KQXR-FM, KRVB-FM, KTHI-FM
KCID-AM, KGEM-AM

Type of activity listed under Outreach Initiative worksheet: #6 Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).

Date of station participation: (on date; from date to date) 1/15/09

Participating employees: Dan McColly (Radio Operations Manager / TV Marketing Manager)

Host/Sponsor of activity: Boise Chamber of Commerce

Brief description of activity and station participation: Dan McColly made a presentation to approximately 50 business leaders on January 15 2009. The sponsor / host of the event was the Boise Chamber of Commerce. Dan was invited to speak by Leadership Boise coordinator, Julia Rundberg. The event was at the offices of The Idaho Statesman. The discussion involved both radio and television (not limited to any single station). Dan's outline for the event follows:

- I. The business model – content supported by advertising; some historical context; how the model has matured for radio/television.
 - a. Bare bones discussion of how the broadcast business began and how it evolved/adapted to technological and societal changes.
- II. Regulatory structure; restrictions, changes, limits to ownership – past and present.
 - a. The FCC's original intent, how it has evolved, and the cumulative impact of regulatory changes 80 years later.
- III. New competitive environment; revenue potential then vs. revenue potential now.
 - a. New businesses that have adopted the “content supported by advertising” model; competitive changes and limits to revenue potential, how radio and television have continued to adapt to these changes.
- IV. The impact of consolidated ownership.
 - a. What's good, what's bad. And a move in Congress and with the FCC to return us to the '50s. And why that will limit choices for consumers, not expand them.
- V. Current opportunities for employment; how to begin a career in broadcasting in 2009

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KJOT-FM

Type of activity listed under Outreach Initiative worksheet: #16 Participation in other activities designed by the station employment unit 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.

Date of station participation: (on date; from date to date) 5:30 AM to 8 AM on 1/19/09

Participating employees: Pete Stauffer (KJOT-FM DJ), Joe Weber (KJOT-FM DJ)

Host/Sponsor of activity: a local high school

Brief description of activity and station participation: A recent high school graduate arrived at the station at approximately 5:30 AM on January 19 2009. He watched Pete and Joe prepare for the morning show and stayed with them in the studio while they were on air until approximately 8 AM. They discussed how Pete and Joe got into the broadcast business, the value of internships and entry level promotion assistant positions. Pete and Joe provided a general idea of how they prepare the show each day and what their responsibilities include off the air, etc.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KIVI-TV

Type of activity listed under Outreach Initiative worksheet: #6 Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).

Date of station participation: (on date; from date to date) 1/26/09

Participating employees: Scott Dorval (TV Chief Meteorologist)

Host/Sponsor of activity: Collister Elementary School

Brief description of activity and station participation: Scott Dorval spoke for one hour to 50 students about weather and employment in the broadcast industry.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KJOT-FM, KQXR-FM, KRVB-FM, KTHI-FM
KCID-AM, KGEM-AM

Type of activity listed under Outreach Initiative worksheet: #10 Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

Date of station participation: (on date; from date to date) 2/17/09

Participating employees: Greg Giersch (Radio General Sales Manager)

Host/Sponsor of activity: Caroline Blakeslee, Individualized Marketing Services, Boise State University

Brief description of activity and station participation: Greg Giersch was the guest speaker at Boise State University's Professional Selling class. He talked to 32 students about the real life applications of sales in the broadcast industry and specifically media advertising sales. He also spoke about working conditions, pay, and how Journal Broadcast Group approaches sales with their clients.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KIVI-TV

Type of activity listed under Outreach Initiative worksheet: #6 Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).

Date of station participation: (on date; from date to date) 2/17/09

Participating employees: Scott Dorval (TV Chief Meteorologist)

Host/Sponsor of activity: Idaho Public Television

Brief description of activity and station participation: Scott Dorval participated on Idaho Public TV's monthly one hour TV show (which is broadcast statewide) which was about weather and employment in the broadcast industry.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KIVI-TV

Type of activity listed under Outreach Initiative worksheet: #6 Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).

Date of station participation: (on date; from date to date) 2/21/09

Participating employees: Scott Dorval (TV Chief Meteorologist)

Host/Sponsor of activity: Our Lady of the Valley Catholic Church in Caldwell

Brief description of activity and station participation: Scott Dorval emceed a four hour fundraiser for an audience of 500 and talked about employment in the broadcast industry.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KIVI-TV, KSAW-TV
KJOT-FM, KQXR-FM, KRVB-FM, KTHI-FM
KCID-AM, KGEM-AM

Type of activity listed under Outreach Initiative worksheet: #1 Participate in at least 4 job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Date of station participation: (on date; from date to date) 10 AM - 2:30 PM on
2/26/09

Participating employees: Robby Messer (TV News Director), Brian Perkins (TV Traffic / Programming Manager), Kraig Spille (TV Commercial Production Manager), Donovan Moore (TV News Production Manager)

Host/Sponsor of activity: Northwest Nazarene University Career Center, Dianna Gunderson Director

Brief description of activity and station participation: We participated in the Northwest Nazarene University Career Fair by providing station profiles, copies of all open job positions and by answering college students' questions about the field of broadcasting and careers in broadcasting. Eight people left their name, contact information and areas of interest (business, music business, production specialist, public speaking / marketing, communications) on our sign up sheet; emails were sent to each thanking them for visiting the booth and directing them to www.journalbroadcastgroup.com > employee wannabees > careers for job openings and application instructions.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KIVI-TV

Type of activity listed under Outreach Initiative worksheet: #6 Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).

Date of station participation: (on date; from date to date) 3/5/09

Participating employees: Scott Dorval (TV Chief Meteorologist)

Host/Sponsor of activity: Silver Sage Elementary School

Brief description of activity and station participation: Scott Dorval spoke for 45 minutes to an audience of 315 students and ten teachers about weather with a focus on weather at the Iditarod in Alaska and about employment in the broadcast industry.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KJOT-FM, KQXR-FM, KRVB-FM, KTHI-FM
KCID-AM, KGEM-AM

Type of activity listed under Outreach Initiative worksheet: #16 Participation in other activities designed by the station employment unit 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.

Date of station participation: (on date; from date to date) 4/29/09

Participating employees: Jeremy Nicolato (KQXR-FM Program Director/DJ), Jeremi Smith (KQXR-FM Music Director/DJ), Brenda Stroud (radio Business Operations Coordinator), Shannon Snowball (radio receptionist)

Host/Sponsor of activity: Garden Valley High School, Garden Valley Idaho

Brief description of activity and station participation: A Garden Valley High School student observed the final two hours of the KQXR-FM morning show with co-hosts Jeremy and Jeremi from whom he learned about record reps coming in and talking about records to be played, about the Selector program and about concert selection for the market. He spent time with Business Operations Coordinator Brenda Stroud who explained her job duties and accounts receivable and accounts payable procedures. He spent time with receptionist Shannon Snowball and learned how the receptionist receives prizes, records them, and files the documentation. Shannon explained and demonstrated the phone system; she described her interaction with the Sales team, the Programming department and general front office duties.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KIVI-TV

Type of activity listed under Outreach Initiative worksheet: #16 Participation in other activities designed by the station employment unit 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.

Date of station participation: (on date; from date to date) 5/4/09

Participating employees: Brian Perkins (TV Programming / Traffic Manager)

Host/Sponsor of activity: Washington Elementary School, Caldwell Idaho

Brief description of activity and station participation: Brian spoke with the three 4th grade classes at Washington Elementary School in Caldwell on May 4 2009. Among other topics, he talked at length about various jobs in television including Advertising Executive, News Anchor / Reporter, Engineer, Master Control Operator, and Traffic Coordinator.