

KTVB (TV), KTFT-LP
EEO PUBLIC FILE REPORT
June 1, 2009 through May 31, 2010

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
General Assignment Reporter	1-8, 13-15, 17, 23, 25-26, 29	26
Weekend Anchor/Reporter	1-8, 13-15, 17, 23, 25-26, 28-29	29
Producer	1-8, 13-15, 17, 23, 25-26	1
Morning Editor	1-8, 13-15, 17, 23-26	23
Studio Camera Operator	1-8, 13-15, 17, 23-26	23
Nighttime Assignment Editor	1-9, 13-15, 17, 23, 25-26, 29	9
Photographer/Editor	1-8, 13-15, 17, 23, 25-26, 29	1
General Assignment Reporter	1-8, 13-15, 17, 23, 25-26, 28-29	29
Creative Services Producer	1-8, 13-15, 17, 23, 25-26	23
Senior Digital Media Producer	1-8, 13-15, 17, 23, 25-26, 28-29	23
New Media Account Executive	1-8, 13-15, 17-18, 23, 25-26, 29	1
Weekend Photographer/Editor	1-8, 13-15, 17-18, 23, 25-26, 28	23
Weekend Morning Anchor/Reporter	1-8, 13-15, 17-18, 23, 25-26	23
Producer	1-8, 13-15, 17-18, 25-26, 29	29
Evening Editor	1-8, 13-15, 17-18, 23, 25-26	1
General Assignment Reporter	1-8, 13-15, 17-18, 23, 25-26, 29	1

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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	Station Website <i>www.KTVB.com</i> <i>www.ZIdaho.com</i>	No	12
2	The College of Idaho Attn: Vivian Foster, Career Information Specialist Box 40 2112 Cleveland Blvd Caldwell, ID 83605 208-459-5508 <i>careerservices@collegeofidaho.edu</i>	Yes	0
3	Idaho State University Attn: Tracie Mariani, Career Center Stop 8108 Pocatello, ID 83209 208-282-2380 <i>careers@isu.edu</i>	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 <i>capp@uidaho.edu</i> <i>nkinyon@uidaho.edu</i>	Yes	0
5	University of Oregon School of Journalism Attn: Bill Morrill 1275 University of Oregon Eugene, OR 97403 541-346-2171 <i>bmorrill@uoregon.edu</i>	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	Yes	2
7	Medialine <i>www.medialine.com</i> 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	1
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 Attn: Virginia Galindo 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: Monte Marshall A-41 ASB Brigham Young University Provo, UT 84602 801-422-3000 Monte-marshall@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 Attn: Denise Harris, Career Center 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	0
19	Radio Television Digital News Assoc. (RTNDA) Attn: Jane Nassiri 202-467-5216 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	0
22	Non-Employee referral	No	0
23	Internal Posting/Candidate	No	8
24	Employee referral	No	2
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	4
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	0
29	Unknown Recruitment Source	No	15
TOTAL NUMBER OF INTERVIEWEES OVER REPORTING PERIOD:			44

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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 July 20, 2009, we gave a guided tour of our station to students from National 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	On October 1, 2009, the KTVB News Director participated in the Borah High School newspaper/multimedia advisory committee. He discussed journalism and spoke about employment opportunities in the newsroom. Students were given the opportunity to ask general questions regarding this television news station as well as news coverage.
3	Participate in an event or program for or on behalf of an educational institution relating to broadcasting careers	On October 5, 2009, the KTVB News Director participated in a journalism discussion at Boise State University. He addressed the staff of the student newspaper, The Arbiter, and discussed the areas of employment at a news station as well as the skills needed to be a successful candidate for employment. Students were also 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	On October 19, 2009, the KTVB News Director was a guest speaker for a Communications class at Boise State University. He gave an overview of the newsroom and talked about how to create good local news. He also discussed employment opportunities within the news department and what he looks for in potential employees. Students were then given the opportunity to ask general questions regarding this television news station as well as news coverage.
5	Participate in an event or program for or on behalf of an educational institution relating to broadcasting careers	On November 4, 2009, the KTVB News Director spoke to a Principles of Marketing class at Northwest Nazarene University highlighting the various functions at a television station, including news, production, sales and administration. Students were given the opportunity to ask general questions regarding this television news station and how marketing/branding affects this industry.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
6	Participate in an event or program for or on behalf of an educational institution relating to broadcasting careers	On January 13, 2010, we gave a guided tour of our station to a Journalism and Video Editing class from Weiser High School. 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 February 24, 2010, we gave a guided tour of our station to students from Mountain View High Community Transition Program. 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.
8	Participate in Job Fair	On February 25, 2010, 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.
9	Participate in an event or program for or on behalf of an educational institution relating to broadcasting careers	On March 31, 2010, a student at Idaho City High School job shadowed a KTVB reporter. The student was given a general outline of news cast creation, exposed to the daily activities of a newsroom, and given a brief outline of the various career opportunities available within the news station.
10	Participate in an event or program for or on behalf of an educational institution relating to broadcasting careers	On April 12, 2010, we gave a guided tour of our station to with a class from Advian High School. Students interested in web design and news attended the tour which 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.
11	Participate in an event or program for or on behalf of a community organization relating to broadcasting careers	On April 17, 2010, the KTVB Internet Sales Manager made a presentation at the Journalism Education Association's annual conference. He discussed journalism as it relates to the web and covered various facets of social media. He also offered insight into the functioning of a newsroom and highlighted the various employment opportunities at a news station.
12	Participate in an event or program for or on behalf of an educational institution relating to broadcasting careers	On April 19, 2010, the KTVB News Director spoke to a Borah High School journalism class about on-line web content. He discussed his news philosophy and gave an overview of newsroom operations relating to journalism and online content creation. Students were given the opportunity to ask general questions regarding the news station.
13	Participate in an event or program for or on behalf of an educational institution relating to broadcasting careers	On May 21, 2010, we gave a guided tour of our station to students from Treasure Valley Home 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.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
14	Participate in an event or program for or on behalf of an educational institution relating to broadcasting careers (2)	On April 19, 2010 and May 6, 2010, a student from Northwest Nazarene University job shadowed a KTVB anchor. The student was interested in a career in broadcasting and was able to experience the daily operations of a newsroom. She was exposed to the various employment areas in a newsroom and gained valuable insight into a newscast creation.
15	Participate in an event or program for or on behalf of an educational institution relating to broadcasting careers	On May 5, 2010, an anchor for KTVB taught a class entitled "Broadcast Communication" at Northwest Nazarene University. This 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.