

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, 2019

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, 2019 the station filled the following full-time vacancies:

1. Multi-Media Journalist/Anchor
2. Sales Assistant
3. Account Executive
4. Weekend Multi-Media Journalist
5. Sports Director
6. Multi-Media Journalist
7. Account Executive
8. News Producer
9. Account Executive
10. Account Executive
11. Account Executive
12. Multi-Media Journalist
13. Account Executive
14. Account Executive
15. Account Executive
16. Account Executive

The station interviewed a total of 91 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	19
KIFI Website (ADPvantage)	4
NPG Website (ADPvantage)	0
TVJobs.com	14
Indeed.com	36
Idaho Commerce & Labor	0
Handshake.com	18
Intelligent Employment Solutions	0
Center for New Directions ISU	0
Bucks Investment	0
ISBA	0

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

- < The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- < The recruitment source that referred the hiree for each full-time vacancy;
- < The total number of persons interviewed for each full-time vacancy; and
- < The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES

Full-Time Vacancy EEO Information

Job Title of Vacancy:

Multi-Media Journalist/Anchor

Recruitment Source that referred the Hiree:

Tvjobs.com

Date Vacancy Opened:

9/1/2017

Total Number of Persons

10

Date Vacancy Filled:

6/4/2018

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	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	robyn.clegg@localnews8.com	Robyn Clegg	208-525-8888	1	No
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		4	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		5	No
ISBA	nancy@bestinmedia.com	Nancy Roche	208-345-3072	0	No

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Full-Time Vacancy EEO Information

Job Title of Vacancy:	Sales Assistant	Recruitment Source that referred the Hiree:	KIFI Referral
Date Vacancy Opened:	4/1/2018	Total Number of Persons Interviewed for the Vacancy:	2
Date Vacancy Filled:	6/18/2018		

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?
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
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	0	No
TVjobs.com	admin@tvjobs.com	Mark Holloway		0	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy:

Account Executive

Recruitment Source that referred the Hiree:

Indeed.com

Date Vacancy Opened:

5/2/2018

Total Number of Persons

5

Date Vacancy Filled:

7/2/2018

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?
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
Indeed.com	www.indeed.com			5	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No
Idaho Commerce & Labor	idahofallsmail@labor.idaho.gov	Jinny	557-2500 x3557	0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No

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Full-Time Vacancy EEO Information

Job Title of Vacancy: MultiMedia Journalist/Anchor Recruitment Source that referred the Hiree: Tvjobs.com

Date Vacancy Opened: 4/10/2018 Total Number of Persons Interviewed for the Vacancy: 9

Date Vacancy Filled: 7/5/2018

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?
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
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		4	No
Indeed.com	www.indeed.com			0	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		5	No

Full-Time Vacancy EEO Information

Job Title of Vacancy:	Sports Director	Recruitment Source that referred the Hiree:	KIFI Website
Date Vacancy Opened:	4/25/2018	Total Number of Persons Interviewed for the Vacancy:	4
Date Vacancy Filled:	7/30/2018		

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?
Broadcast Engineering	julie.dahlstrom@penton.com	Julie Dahlstrom	312-840-8436	0	No
Indeed.com	www.indeed.com			0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		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	1	No
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	0	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy: Mult-Media Journalist Recruitment Source that referred the Hiree: KIFI Referral

Date Vacancy Opened: 9/2018 Total Number of Persons Interviewed for the Vacancy: 3

Date Vacancy Filled: 10/3/2018

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?
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No
KIFI Internal/Referral	robyn.clegg@localnews8.com	Robyn Clegg	208-525-8888	2	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		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

Full-Time Vacancy EEO Information

Job Title of Vacancy: Account Executive Recruitment Source that referred the Hiree: KIFI Referral

Date Vacancy Opened: 2/8/2018 Total Number of Persons Interviewed for the Vacancy: 10

Date Vacancy Filled: 10/8/2018

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?
Indeed.com	www.indeed.com			6	No
KIFI Internal/Referral	robyn.clegg@localnews8.com	Robyn Clegg	208-525-8888	3	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
JoinHandshake.com	www.joinhandshake.com	Posted Online		1	No

Full-Time Vacancy EEO Information

Job Title of Vacancy: News Producer
 Date Vacancy Opened: 8/24/2018
 Date Vacancy Filled: 11/16/2018

Recruitment Source that referred the Hiree: KIFI Referral
 Total Number of Persons Interviewed for the Vacancy: 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?
Indeed.com	www.indeed.com			0	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	1	No
KIFI Internal/Referral	robyn.clegg@localnews8.com	Robyn Clegg	208-525-8888	1	No
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		1	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		2	No

Full-Time Vacancy EEO Information

Job Title of Vacancy: Account Executive Recruitment Source that referred the Hiree: Indeed.com
 Date Vacancy Opened: 1/24/2019 Total Number of Persons Interviewed for the Vacancy: 2
 Date Vacancy Filled: 1/31/2019

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
Indeed.com	www.indeed.com			2	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
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy: Account Executive Recruitment Source that referred the Hiree: Indeed.com

Date Vacancy Opened: 3/8/2019 Total Number of Persons Interviewed for the Vacancy: 3

Date Vacancy Filled: 4/1/2019

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			3	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
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy: Account Executive Recruitment Source that referred the Hiree: Indeed.com

Date Vacancy Opened: 1/24/2019 Total Number of Persons Interviewed for the Vacancy: 6

Date Vacancy Filled: 4/8/2019

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
Indeed.com	www.indeed.com			4	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	2	No
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	0	No
Tyjobs.com	admin@tvjobs.com	Mark Holloway		0	No
ISBA	nancy@bestinmedia.com	Nancy Roche	208-345-3072	0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy:

Multi-media Journalist

Recruitment Source that

KIFI Website

Date Vacancy Opened:

9/5/2018

referred the Hiree:

Total Number of Persons

9

Date Vacancy Filled:

4/15/2019

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 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
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		2	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		6	No

Full-Time Vacancy EEO Information

Job Title of Vacancy: Account Executive

Recruitment Source that referred the Hiree:

KIFI Referral

Date Vacancy Opened: 3/8/2019

Total Number of Persons

7

Date Vacancy Filled: 4/29/2019

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			4	No
KIFI Internal/Referral	robyn.clegg@localnews8.com	Robyn Clegg	208-525-8888	3	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	rmecham@hotmail.com	Roberta Mecham		0	Yes
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy: Account Executive Recruitment Source that referred the Hiree: Indeed.com

Date Vacancy Opened: 4/12/2019 Total Number of Persons Interviewed for the Vacancy: 4

Date Vacancy Filled: 5/6/2019

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			4	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
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

Full-Time Vacancy EEO Information

Job Title of Vacancy: Account Executive

Recruitment Source that

referred the Hiree: Indeed.com

Date Vacancy Opened: 3/4/2019

Total Number of Persons

Interviewed for the Vacancy: 7

Date Vacancy Filled: 5/16/2019

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			4	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	3	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

Full-Time Vacancy EEO Information

Job Title of Vacancy: Account Executive Recruitment Source that referred the Hiree: KIFI Website

Date Vacancy Opened: 5/30/2019 Total Number of Persons Interviewed for the Vacancy: 5

Date Vacancy Filled: 5/16/2019

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			4	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
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
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	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	Internship/Job Shadowing offered: (1) News Department 1/19-4/19 BYU-Idaho
10	Educational Institution Sponsored Events	<p>Jay Hildebrandt (Anchor/Reporter)-Teaches Public Speaking, Intro to Broadcasting and Broadcast Performance classes every Tuesday and Thursday</p> <p>Karol Honas (Anchor/Reporter) – 7/19/2018 Taught ISU class with Patty Mortensen</p> <p>Matt Brewer (Meteorologist)-12/17/2018 Freshmen presentation at Compass Academy</p> <p>Todd Kunz (Anchor/Reporter) – -9/6/2018 Eastern Idaho State Fair to collect school supplies</p>

4	Station Tours	Tours given to various organizations: 6/13/18: Cub Scout Group 6/26/18: Church Group 7/3/18: Friends of employee 8/2/18: Viewers 11/12/18: Scout Group 12/13/18: Scout Group 2/6/19: School Group 2/3/19: Viewers 2/12/19: Scout Group 2/19/19: Shannon Fox 2/20/19: School Group 2/27/19: Boy Scouts 3/2/19: Church Group 4/5/19: Church group 4/30/19: Boy Scouts 5/3/19: School Group 5/31/19: Compass Family Cooperative
7	Scholarship Program	Participation in the ISBA Education Grants for current ISBA member station employees; may be used toward educational classes, seminars, workshops, conventions and programs which will increase the employee's knowledge of the broadcasting industry

* 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.