

**EEO PUBLIC FILE REPORT**

**Reporting Period:** June 1, 2017 - May 31, 2018

**Stations Included in Report:** K27DX-D, KIVI-TV, KJOT-FM, KQXR-FM, KRVB-FM, KSAW-TV, KTHI-FM

**I. List of Recruitment Sources**

(including the number of interviewees referred during the reporting period)

\* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
<b>Common Sources</b>					
C1	Employee Referral				16
C2	Internal Candidate / WorkLife				39
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			63
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	4
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C8	SimplyHired.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C19	National Association of Black Journalists	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C43	Rensselaer Polytechnic Institute Career Development Center	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C67	IT Classifieds	P.O. Box 1542 Radio City Station New York, NY 10101-1542	info@classifiedsolutionsgroup.com www.itclassifieds.com	(646) 416-6665	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		1
C91	Careerbuilder US	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		1
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		44
C98	Twitter	1355 Market Street Suite 900 San Francisco, CA 94103	www.twitter.com		
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	6
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				11
C131	Agency/Search Firm				4
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			

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C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		22
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**Local Sources**

L1	Boisehelpwanted.com*	One Civic Center Plaza 506 Poughkeepsie, NY 12601	Maureen Daley www.boisehelpwanted.com	800-365-8630 Ext 9002	
L2	College of Western Idaho *	5500 East Opportunity Drive Nampa, ID 83687 Nampa, ID 83687	Lori Yellen https://cwidaho-csm.symplicity.com/	208-562-3000	
L3	TV Jobs (TV jobs only)*	PO Box 4116 Oceanside, CA 93950	Mark Holloway www.tvjobs.com	760-754-8177	
L4	American Broadcasting School *	712 North Watson Road Suite 200 Arlington, TX 76011	Michelle McConnell michelle@radioschool.com	817-695-2474	
L5	Bates Technical College *	2320 S. 19th Street Tacoma, WA 98405	Shirley Miller skmiller@bates.ctc.edu	253-680-7752	
L6	Boise State University Cultural Center & Women's Center*	1910 University Drive Boise, ID 83725	Evangeline Beaver evangelinebeaver@boisestate.edu	208-426-5950	
L7	Boise State University OELA (Organizacion de estudiantes Latino Americanas)*	1910 University Drive Boise, ID 83726	Ramon Silva rsilva@boisestate.edu	208-426-3038	
L8	Central Michigan University*	340 Moore Hall Mount Pleasant, MI 48859	Peter B. Orlik, PH.D. orlik1pb@cmich.edu	989-774-3851	
L9	Collective Talent *	1721 Richardson Place Tampa, FL 33606	Michael Bille bille@michaelsmedia.com	813-254-9695	
L10	Emerson College *	113 Gray Street Arlington, MA 02476	Mary Sullivan careers@emerson.edu	781-646-1077	
L11	Idaho Commerce & Labor *	219 W. Main Street Boise, ID 83735	Carolyn Ziegler cziegler@cl.idaho.gov	208-332-3570 Ext 3285	
L12	Idaho State Broadcasters Association*	1674 Hill Road Suite 3 Boise, ID 83702	Connie Searles isba@qwestoffice.net	208-345-3072	
L13	Northwest Nazarene University *	623 S University Boulevard Nampa, ID 83686	Amanda Marble career@nnu.edu	208.467.8767	
L14	Ohio & Illinois Center for Broadcasting *	530 South State Street Chicago, IL 60605	Don Clark dclark@beonair.com	312-884-8000	
L15	University of North Texas *	PO Box 310589 Denton, TX 76203	Phyllis Slocum slocum@unt.edu	940-565-2565	

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L16	University of Wisconsin-Oshkosh School of Radio, TV & Film *	800 Algoma Blvd. Oshkosh, WI 54901	Justine Stokes stokesj@uwosh.edu	920-424-3133	
L17	Boiseidahojobs.com		www.boiseidahojobs.com		
L18	Craig's List - Boise (not using SmartPost)		https://boise.craigslist.org/		
L19	Treasure Valley Career Fair		Heidi Butler Heidi.Butler@scripps.com	208-381-6603	
L20	All Access		allaccess.com		
L21	Idaho Department of Labor	317 W Main Street Boise, ID 83735	www@labor.idaho.gov www.labor.idaho.gov	208-332-3570	
L22	KIVI-TV Facebook	1866 E Chisholm Dr Nampa, ID 83687	J Bates j.bates@kivitv.com www.facebook.com/pg/6OnYourSide/jobs	208-381-6675	
L23	Indeed.com		indeed.com www.indeed.com		
L24	Handshake	660 4th St #113 San Francisco, CA 94104	https://app.joinhandshake.com		
L25					
L26					
L27	Startwire				1
<b>Total Number of Interviewees Referred:</b>					<b>215</b>

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**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Account Exec, Integrated [13747]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134	Code Number: C130 Start Date: 2018-01-16
Account Exec, Radio [13232]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134	Code Number: C1 Start Date: 2017-08-22
Account Exec, Radio [13232]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134	Code Number: C97 Start Date: 2017-08-28
Account Exec, Radio [13411]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134	Code Number: C69 Start Date: 2017-12-04
Account Exec, Radio [13411]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134	Code Number: C1 Start Date: 2018-03-05
Analyst, Research [13688]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C95, C97, C116, C130, C131, C132, C134	Code Number: C3 Start Date: 2018-02-12
Assoc Account Exec, TV [12514]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2017-08-14
Creative Services Tech IV [13705]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-03-05
Dir, Engineering [13038]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L23	Code Number: C134 Start Date: 2017-07-17
Director II [14016]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-03-26
Local Sales Manager, Radio [13521]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-01-01
Manager, AM/PM Content [14097]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C130 Start Date: 2018-05-14
Media Prep Technician [14176]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-04-16

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**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Media Prep Technician [14176]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-04-16
Media Prep Technician [14176]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-04-16
Media Prep Technician [14176]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-04-16
Mgr, Promotions [13259]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C130, C131, C132, C134	Code Number: C2 Start Date: 2017-10-09
Multimedia Journalist [13230]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C19, C69, C97, C100, C130, C131, C132, C134	Code Number: C3 Start Date: 2017-10-02
Multimedia Journalist [13939]	C1, C2, C3, C5, C8, C69, C91, C97, C98, C130, C131, C132, C134	Code Number: C134 Start Date: 2018-03-19
Multimedia Journalist [13939]	C1, C2, C3, C5, C8, C69, C91, C97, C98, C130, C131, C132, C134	Code Number: C1 Start Date: 2018-05-28
Photographer II [13530]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2017-12-04
Producer [13777]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-01-29
Sr Dir, News [13918]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-03-12
Studio Tech I [13539]	C1, C2, C3, C5, C67, C69, C97, C100, C130, C131, C132, C134	Code Number: C2 Start Date: 2017-11-20
Traffic Copy Editor, Local [13690]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2017-12-04
Traffic Copy Editor, Local [13843]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C130 Start Date: 2018-01-29

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**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	On 2/28/2018 we participated in the Boise State University Job Fair. We had involvement from the Office Manger, HRBP, Creative Service Director
	On 3/4/2018 we participated in the Gowen Field Spring Job Fair. We had involvement from the Office Manger, HRBP, Radio Local Sales Manager
Establishment of a mentoring program for station personnel.	Scripps Media - Boise Market has implemented a Job Shadow program offered to employees and others outside of the organization. Individuals may be interested in learning about specific areas of the station and this program offers opportunity to watch and learn from experienced individuals in action. In the last year, we have had 5 individuals job shadow
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Our Multi Media Journalist was a guest speaker at Boise State University on 1/23/2018
	Our Chief Meteorologist was a guest speaker at West Canyon Elementary on 1/29/2018
	Our Chief Meteorologist was a guest speaker at Horizon Elementary School on 2/6/2018
	Our Chief Meteorologist was a guest speaker at Peregrine Elementary School on 2/16/2018
	Our Chief Meteorologist was a guest speaker at Rolling Hills Elementary School on 2/27/2018
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	Promotions Assistant II (radio) completed online Diversity, EEO & FLSA trainings 6/21/17 and 6/23/17 and 2/28/18 Chief Photographer (TV) completed online Diversity, EEO & FLSA trainings 9/21/17 & 9/25/17 & 2/28/18 LSM's (Radio) completed EEO, Diversity & FLSA online trainings on 2/5/18 & 2/28/18
	Chief Engineer (TV) completed online FLSA manager training on 03/1/18 Assistant Chief Engineer (TV) completed online FLSA manager training on 03/02/18 Managing Editor (TV) completed online FLSA Mgr training on 03/02/18
	Operations Director (Radio) completed online FLSA manager training on 03/07/18 3 Program Directors (Radio) completed online FLSA Manager training on 03/07/18, 3/15/18 and 3/22/18 Executive Producer (TV) completed online FLSA manager training on 03/14/18
	LSM (TV) completed online FLSA mgr training on 3/23/18 News Director (TV) completed online EEO and Diversity training on 3/23/18

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**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

<p>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.</p>	<p>We hosted a station tour on 6/22/2017 with the Girl Scouts Troop #557. We had involvement from the News Producer</p>
	<p>We hosted a station tour on 6/27/2017 with the Trail Life Troop #1. We had involvement from the Office Manager, Chief Meteorologist &amp; Assignment Editor</p>
	<p>We hosted a station tour on 6/28/2017 with the Nature's Childcare. We had involvement from the Office Manager, Anchor, Receptionist &amp; Assignment Editor</p>
	<p>We hosted a station tour on 8/2/2017 with the Caldwell First Ward Young Woman. We had involvement from the Receptionist, Chief Meteorologist &amp; Assignment Editor</p>
	<p>We hosted a station tour on 8/8/2017 with the Hunter YMCA. We had involvement from the News Director</p>
	<p>We hosted a station tour on 10/4/2017 with the Nampa Leadership. We had involvement from the News Director, Chief Meteorologist and Anchor.</p>
	<p>We hosted a station tour on 10/12/2017 with the Weiser Homeschoolers. We had involvement from the Office Manager and Chief Meteorologist.</p>
	<p>We hosted a station tour on 10/18/2017 with the Community Partnership of Idaho. We had involvement from the Office Manager and Chief Meteorologist.</p>
	<p>We hosted a station tour on 11/30/2017 with the Boise Valley Adventist School. We had involvement from the Office Manager</p>
	<p>We hosted a station tour on 12/11/2017 with the AVS. We had involvement from the Chief Meteorologist.</p>
	<p>We had a station tour on 1/4/2018 with Tumble Time. We had involvement from the Office Manager, AM Anchor and Assignment Editor.</p>
	<p>We had a radio station tour on 9/20/2017. We had involvement from the General Manager</p>
<p>We hosted a station tour on 2/12/2018 with the Homedale School. We had involvement from the Chief Meteorologist.</p>	



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**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

	We hosted a station tour on 2/22/2018 with the Girl Scouts Troop #400. We had involvement from the Office Manager and Creative Service Tech
	We hosted a station tour on 2/22/2018 with the CWI Class Comm 261 Multi Media Storytelling. We had involvement from the Digital Director
	We hosted a station tour on 3/15/2018 with the CWI Class Intro to Video Production. We had involvement from the Creative Service Director