

KTFT-LD, KTVB-TV
EEO PUBLIC FILE REPORT
May 21, 2022 - May 20, 2023

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Morning News Anchor-11797	1-8, 10, 12, 14, 17-18, 20	17
Reporter/Multi-Skilled Journalist - 012172	1-8, 10, 12, 17-18, 20	17
News Producer - 012361	1-8, 10, 12, 14, 17-18, 20	17
Assignment Editor-12566	1-8, 10, 12-13, 17-18, 20	17
Production Assistant-12608	1-8, 10, 12-13, 16-18, 20	13
Production Assistant-12608	1-8, 10, 12-13, 16-18, 20	17
News Producer-12742	1-8, 10, 12, 17-18, 20	17
Digital Content Producer-12888	1-8, 10-13, 17-18, 20	17
Investigative/GA photojournalist-12901	1-8, 10, 12, 17-18, 20	17
Sports MMJ/Anchor-13056	1-8, 10, 12, 17-18, 20	17
Multi-skilled Journalist-13076	1-8, 10, 12, 17-18, 20	17
Account Manager-13403	1-10, 12, 15, 17-20	17
Account Manager-13403	1-10, 12, 15, 17-20	4
Account Executive-13402	1-8, 10, 12, 17-18, 20	17
Digital Content Producer - 13574	1, 3-8, 10, 12, 17, 20	17
Production Assistant - 13605	1, 3-10, 12-13, 15, 17-20	13
Meteorologist - 14265	1-8, 10, 12, 16-18, 20	17
News Photographer - 14287	1-8, 10, 12, 17-18, 20	17
Video Editor - 14286	1-8, 10-13, 16-18, 20	13

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Boise State University Career Center Boise, Idaho 83725 Phone : 208-426-1747 Url : http://www.boisestate.edu Email : career@boisestate.edu Job Listings	N	0
2	BYU-Idaho 230 Kimball Building Rexburg, Idaho 83460 Phone : 208-496-2750 Url : http://www.byui.edu Email : employerrelations@byui.edu Job Listings	N	0
3	BYU-Utah Brigham Young University 2410 WSC Provo, Utah 84602 Phone : 801-422-6933 Url : http://www.byu.edu Email : scott_greenhalgh@byu.edu Scott Greenhalgh	N	0
4	Career Builder 200 N LaSalle Ste 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	4
5	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	College of Southern Idaho 315 Falls Avenue Twin Falls, Idaho 83301-3389 Phone : 208-732-6306 Url : http://career.csi.edu/careerCenter/index.asp Email : molson@csi.edu Fax : 1-208-736-4705 Merry Olson	N	0
7	College of Western Idaho 6056 Birch Lane, Suite 101 Nampa, Idaho 83687 Phone : 208-562-3287 Email : hr@cwidaho.cc Human Resources	N	0
8	Columbia University Graduate School of Journalist 2950 Broadway New York, New York 10027 Phone : 212-584-4422 Url : http://www.journalism.columbia.edu/ Email : cujcareers@columbia.edu Job Listings	N	0
9	Glassdoor PO Box 900 Sausalito, California 94966 Url : www.glassdoor.com Career Service Manual Posting	N	0
10	Idaho State University Stop 8108 Pocatello, Idaho 83209 Phone : 208-282-2380 Url : http://www.isu.edu Email : careers@isu.edu Tracie Mariani	N	0
11	Indeed.com	N	2

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12	Lewis-Clark State College 500 8th Avenue Reid Hall Room 110 Lewiston, Idaho 83501 Phone : 208-792-5272 Url : http://www.lcsc.edu Email : casws@lcsc.edu Job Listings	N	0
13	Linked In	N	8
14	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Adrienne Laurent	N	0
15	National Black MBA Association Inc 400 West Peach St NW Ste 203 Atlanta, Georgia 30308 Phone : 4042605444 Url : https://nbmbaa.org/contact-simple/ Career Service Manual Posting	N	0
16	Self Referral	N	3
17	TEGNA 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 753-854-6000 Url : www.TEGNA.com Job Board Manual Posting	N	44
18	TV Jobs P.O Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Mark Halloway	N	0

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19	Twitter 1355 Market Street San Francisco, California Customer Service Manual Posting	N	0
20	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			61

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/16/2022	Establishment of a mentoring program	<p>This station is participating in TEGNA Inc.'s Producer-In-Residence ("PIR") Program. TEGNA Inc. established this PIR Program to train and provide experience to college graduates interested in a career in broadcasting/producing. The PIR program affords each selected PIR the opportunity to gain real-life experience as a Producer. Each PIR attends an initial one-week training boot camp followed by a two-year placement as a Producer in one of TEGNA's stations. After a nation-wide search, TEGNA Inc. selects the PIR's, completes their initial training and then assigns each PIR to one of 15 stations participating in the PIR Program. The selected PIRs fulfill a 2-Year contract as a full-time employee with full compensation and benefits. The 2-year position provides the PIR on-the-job training, education, experience and resources that will become invaluable in this industry. The PIR will receive regular feedback on performance, consistent corporate training and check-in on progress. At the end of a successful two-year Program the contract period ends and the PIR has 2-years of on-the-job experience. While there is no guarantee of continued employment for the PIRs, at the end of the contract period the PIR may be offered an opportunity for retention and promotion to a Producer.</p>	2	<p>News Director Assistant News Director Producer In Residence</p>

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2	6/24/2022	Establishment of training programs for station personnel	In June of 2022, second quarter Secure TEGNA cybersecurity training was launched. Employees across the company are required to complete this 15-minute online class designed to help ensure the security of our data and networks. The training provides information on social engineering, a series of manipulative practices cyber criminals adopt to convince users to surrender confidential information or fall victim to phishing attacks. Human awareness and action are the best ways to prevent cybercrimes.	95	All Station Employees
3	8/22/2022	Participation in events sponsored by organizations representing the community	Members of management and other employees from various departments participated in KTVB Family Day at the Western Idaho Fair. While news personnel covered the news of the Fair other volunteers manned the KTVB booth answering questions about the station and possible employment opportunities.	22	General Manager Director of Sales
4	9/23/2022	Establishment of training programs for station personnel	KTVB staff completed Secure TEGNA Training--"Internet Security and You." Ensuring the security of our data and networks requires that all of us understand the threat landscape and recognize the actions cybercriminals employ to breach our systems. TEGNA launched the third of their Secure TEGNA quarterly training modules, Internet Security and You. This important course includes real-life examples of criminal practices often used to convince employees to surrender confidential data to gain access to data and networks. Human awareness and action are the best ways to prevent cybercrimes.	88	
5	Ongoing Event	Provision of training to management	The station's leadership team has formed a leadership book club and has begun reading "Emotional Intelligence 2.0" by Bradberry and Greaves. They are meeting weekly over the course of ten weeks to have discussions around key concepts of the book.	16	General Manager Assistant News Director Marketing Director Director of Technology

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6	10/27/2022	Participation in events sponsored by organizations representing the community	KTVB's leadership team met with Latino leaders and community members in Canyon County for a Listening Session. The session was designed to learn how KTVB could be better stewards to the Latino communities we serve.	13	General Manager Marketing Manager Community Outreach
7	11/9/2022	Participation in events or programs sponsored by educational institutions	Station employees spoke to a film theory class at Boise State University in order to discuss careers in the broadcast and media industry.	3	Multiskilled Journalist Anchor Digital Producer
8	12/5/2022	Participation in events or programs sponsored by educational institutions	KTVB's Meteorologist did a one-hour presentation with "studio tour" video and explained what a meteorologist does for a local third grade class at Barbara Morgan STEM Academy. Included for students was a science kit with different experiments and demonstrations.	1	Meteorologist
9	12/16/2022	Establishment of training programs for station personnel	TEGNA launched their final Secure TEGNA quarterly training module for 2022, Spot the Phish. This interactive exercise demonstrates the subtle differences between legitimate online communications and scams. This training helps employees recognize risks and increase your understanding of the ever-changing threat landscape. Keeping our systems safe requires constant vigilance.	94	All Station Employees
10	1/17/2023	Establishment of training programs for station personnel	KTVB managers participated in a two-day leadership training held in Sacramento. The training was titled, "Leading for Engagement & High Performance" and it introduced participants to concepts and skills for engaging and empowering individuals and teams to achieve high performance.	6	Executive Producer Managing Editor Local Sales Manager Ass't Director of Technology
11	1/20/2023	Participation in events sponsored by organizations representing the community	KTVB's Meteorologist presented before a group of 100 nursery and landscaping professionals as Guest speaker at Idaho Nursery & Landowners Association convention. He also taught 1-hour seminar on water supply and outlook for 2023.	1	Meteorologist

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12	2/21/2023	Participation in events or programs sponsored by educational institutions	KTVB's Meteorologist did a one-hour presentation with "studio tour" video and explained what a meteorologist does for a local Kindergarten and third grade class at St. Marks Elementary School. Included for students was a science kit with different experiments and demonstrations.	1	Meteorologist
13	2/22/2023	Participation in events or programs sponsored by educational institutions	KTVB's Meteorologist did a one-hour presentation with "studio tour" video and explained what a meteorologist does for students at Park Ridge Elementary School. Included for students was a science kit with different experiments and demonstrations.	1	Meteorologist
14	3/7/2023	Participation in events or programs sponsored by educational institutions	KTVB's Meteorologist did a one-hour presentation with "studio tour" video and explained what a meteorologist does for students at St. Mary's School. Included for students was a science kit with different experiments and demonstrations.	1	Meteorologist
15	3/14/2023	Provision of training to management	KTVB's Director of Technology, News Director and Marketing Director attended Management training titled "Leading for Engagement and High Performance." This training was four days in length and the course introduced concepts and skills for engaging and empowering individuals and teams to achieve high performance.	3	Director, Technology Director, News Director, Marketing
16	3/20/2023	Establishment of an intern program designed to assist members of the community	KTVB's Meteorologist presented to a 4-H group at Nampa Grange on weather observations and forecasting as well as careers in the industry.	1	Meteorologist
17	Ongoing Event	Participation in events or programs sponsored by educational institutions	Our Executive Producer is participating in TEGNA's six-day Inclusive Journalism Leadership Cohort, a program created in partnership with the Poynter Institute. They are meeting via Zoom with leaders from other stations in order to open conversations and share best practices around inclusive journalism.	1	Executive Producer

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18	3/21/2023	Participation in events or programs sponsored by educational institutions	KTVB's Meteorologist did a one-hour presentation with "studio tour" video and explained what a meteorologist does for sixth, seventh and eighth grade students at Kuna Middle School. Included for students was a science kit with different experiments and demonstrations.	1	Meteorologist
19	3/24/2023	Sponsorship of events in the community designed to increase public awareness	KTVB's Meteorologist was the keynote speaker at Boise Flower & Garden Show, where he conducted a Q&A panel discussion with three local garden/nursery professionals.	1	Meteorologist
20	3/24/2023	Establishment of training programs for station personnel	TEGNA Cybersecurity Training "Find the Phish" was launched on March 6th and was the first Secure TEGNA quarterly training module for 2023. Like many of our past trainings, this interactive exercise offered an opportunity to sharpen cyber skills and reminds us of the common methods criminals use to access confidential information. This training launched on March 6, with a completion due date of March 24.	94	All Station Employees
21	3/28/2023	Participation in events or programs sponsored by educational institutions	KTVB's Meteorologist did a one-hour presentation with "studio tour" video and explained what a meteorologist does for students at East Canyon Elementary School. Included for students was a science kit with different experiments and demonstrations.	1	Meteorologist
22	3/28/2023	Sponsorship of events in the community designed to increase public awareness	KTVB Meteorologist participated in a meeting held by the Treasure Valley Beekeepers Club. He talked to a group of 150 citizens about gardening to attract bees and pollinators utilizing "You Can Grow It" segments. Also discussed were weather observations and forecasting as well as careers in the industry.	1	Meteorologist

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23	4/6/2023	Participation in events or programs sponsored by educational institutions	KTVB's General Manager, News Director and Marketing Director participated in the Open House at Boise State University to meet with students and learn about BSU's media, marketing and journalism programs. While there, they discussed careers in broadcasting with students.	3	General Manager News Director Marketing Director
24	4/12/2023	Participation in events sponsored by organizations representing the community	Several KTVB managers presented information on news and marketing at the Leadership Boise Media Tradeshow. The presentation was made to 51 participants from local businesses at a forum focusing on modern media, with a focus on KTVB.	4	Local Sales Manager Sales Account Executive Executive Producer KTVB Anchor
25	4/12/2023	Participation in events sponsored by organizations representing the community	KTVB's leadership team met with business leaders and community members in the greater Twin Falls area to learn how KTVB could be better stewards to the Magic Valley. Topics discussed included how KTVB could better tell their stories and have a bigger presence in their community, current struggles community leaders face, and the role KTVB could have in coming alongside to help problem solve.	14	General Manager Marketing Manager Sales Director Ass't News Director
26	4/24/2023	Participation in events or programs sponsored by educational institutions	KTVB's Meteorologist, participated in Career Day at Ten Mile Christian School, where she did seven weather presentations for pre-school/pre-k classes.	1	Meteorologist
27	5/2/2023	Participation in events or programs sponsored by educational institutions	KTVB's Meteorologist gave a one-hour presentation to a Sage Elementary third grade classroom with accompanying "studio tour" video of KTVB. She explained what a meteorologist does, provided hands on experiments and science kits as well as performed several demonstrations.	1	Meteorologist
28	5/9/2023	Participation in events or programs sponsored by educational institutions	KTVB's Meteorologist gave a one-hour presentation to a Pioneer Elementary third grade classroom with accompanying "studio tour" video of KTVB. She explained what a meteorologist does, provided hands on experiments and science kits as well as performed several demonstrations.	1	Meteorologist