

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, 2020

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station KIFI-TV and K49ND-D's online public inspection files pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules. During the one-year period ending on MAY 31, 2020 the station employment unit filled the following full-time vacancies:

1. Director of Sales
2. Multi-Media Journalist
3. Sports Anchor/Multi-Media Journalist
4. Assistant News Director
5. Local Sales Manager
6. Multi-Media Journalist/Producer
7. Account Executive
8. Account Executive
9. Video Editor
10. Producer
11. HR Coordinator
12. Account Executive
13. Account Executive
14. Account Executive
15. Account Executive
16. Multi-Media Journalist/Producer

The station interviewed a total of **68** 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	7
KIFI Website (ADPvantage)	15
NPG Website (ADPvantage)	0
TVJobs.com	0
TV News Check	1
Indeed.com	37
Idaho Commerce & Labor	0
Handshake.com	8
Intelligent Employment Solutions	0
Center for New Directions ISU	0
Bucks Investment	0
ISBA	0
Idaho State Journal	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.

Full-Time Vacancy EFO Information

Job Title of Vacancy:

Director of Sales

Recruitment Source that

referred the Hire:

Referral

Date Vacancy Opened:

5/31/2019

Total Number of Persons

Interviewed for the Vacancy:

Date Vacancy Filled:

6/6/2019

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Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviews Referred by the Source of the Vacancy	Did the Source Request Notification?
Indeed.com	www.indeed.com			1	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
ISBA	nancy@bestinmedia.com	Nancy Roche	208-345-3072	0	No
MPG (ADP Vantage)	www.mpgco.com	Mary Ann Felts	816-271-8571	0	No
Tyjobs.com	admin@tyjobs.com	Mark Holloway		0	No
TV News Check	paul@newscheckmedia.com	Paul Greeley	817-578-6324	1	No
Idaho State Journal	stubs@journalnet.com	Susie	208-232-4780	0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy: Multi-Media Journalist
 Date Vacancy Opened: 10/11/2018
 Date Vacancy Filled: 6/18/2019

Recruitment Source that referred the Hiree: Referral
 Total Number of Persons: 13
 Interviewed for the Vacancy: 13

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviews Referred by the Source of the Vacancy	Did the Source Request Notification?
Idaho Commerce & Labor	idahofalmail@labor.idaho.gov	Jimmy	557-2500 x3557	0	No
Indeed.com	www.indeed.com			0	No
KIPF Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	4	No
KIPF Internal/Referral	robbyn.clegg@localnews8.com	Robbyn Clegg	208-525-8888	1	No
MPG (ADP Vantage)	www.mpgco.com	Mary Ann Felts	816-271-8571	0	No
MPG	maryann.felts@mpgco.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		8	No
ISBA	nancy@bestinmedia.com	Nancy Roche	208-345-3072	0	No

Full-Time Vacancy EFO Information

Job Title of Vacancy: Sports Anchor/MMJ
 Date Vacancy Opened: 6/3/2019
 Date Vacancy Filled: 7/29/2019

Recruitment Source that referred the Hiree:
 Total Number of Persons
 Interviewed for the Vacancy:

KIFI Website
 3

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	3	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
Tyjobs.com	admin@tyjobs.com	Mark Holloway		0	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No

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Full-Time Vacancy EEO Information

Job Title of Vacancy: Assistant News Director

Date Vacancy Opened: 2/1/2019

Date Vacancy Filled: 8/12/2019

Recruitment Source that referred the Hiree:
Total Number of Persons

KIFI Website

Interviewed for the Vacancy:

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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			2	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	4	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
Tvjobs.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: Local Sales Manager

Date Vacancy Opened: 8/22/2019

Date Vacancy Filled: 9/9/2019

Recruitment Source that referred the Hiree:
Total Number of Persons Interviewed for the Vacancy:

Referral
3

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			2	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	1	No
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No

3

Full-Time Vacancy EEO Information

Job Title of Vacancy: Multi-Media Journalist/Producer
 Date Vacancy Opened: 7/25/2019
 Date Vacancy Filled: 9/16/2019

Recruitment Source that referred the Hiree:
 Total Number of Persons
 Interviewed for the Vacancy:

KIFI Website

1

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)	gjackson@localnews8.com	Curtis Jackson	208-525-8888	1	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
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No
				1	

Full-Time Vacancy EEO Information

Job Title of Vacancy: Account Executive
 Date Vacancy Opened: 6/14/2019
 Date Vacancy Filled: 10/7/2019

Recruitment Source that referred the Hiree:
 Total Number of Persons
 Interviewed for the Vacancy: 3

Referral

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			2	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	1	No
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No
				3	

Full-Time Vacancy EEO Information

Job Title of Vacancy:

Account Executive

Date Vacancy Opened:

6/25/2019

Date Vacancy Filled:

12/2/2019

Recruitment Source that referred the Hiree:

Indeed.com

Total Number of Persons

Interviewed for the Vacancy:

7

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			7	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
				7	

Full-Time Vacancy EEO Information

Job Title of Vacancy: Video Editor
 Date Vacancy Opened: 11/13/2019
 Date Vacancy Filled: 12/2/2019

Recruitment Source that referred the Hiree:
 Total Number of Persons
 Interviewed for the Vacancy: 1

Referral

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
KIIF Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
KIIF Internal/Referral	robbyn.clegg@localnews8.com	Robbyn 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
Tyjobs.com	admin@tyjobs.com	Mark Holloway		0	No
				1	

Full-Time Vacancy EEO Information

Job Title of Vacancy: Producer
 Date Vacancy Opened: 10/3/2019
 Date Vacancy Filled: 1/17/2020

Recruitment Source that
 referred the Hire: KIFI Website
 Total Number of Persons 3
 Interviewed for the Vacancy: 3

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviews Referred by the Source of the Vacancy	Did the Source Request Notification?
Indeed.com	www.indeed.com			0	No
KIFI Website (ADP Vantage)	clackson@localnews8.com	Curtis Jackson	208-525-8888	2	No
KIFI Internal/Referral	robbyn.clegg@localnews8.com	Robbyn 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
Tyjobs.com	admin@tyjobs.com	Mark Holloway		0	No
3					

Full-Time Vacancy EEO Information

Job Title of Vacancy: Human Resource Coordinator

Date Vacancy Opened: 12/20/2019

Date Vacancy Filled: 2/3/2020

Recruitment Source that referred the Hire:
Total Number of Persons
Interviewed for the Vacancy:

Indeed.com

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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			9	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
ISBA	nancy@bestimedia.com	Nancy Roche	208-345-3072	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

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Full-Time Vacancy EEO Information

Job Title of Vacancy: Account Executive
 Date Vacancy Opened: 11/20/2019
 Date Vacancy Filled: 12/9/2019

Recruitment Source that referred the Hiree:
 Total Number of Persons Interviewed for the Vacancy:

Indeed.com

3

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
KIPF Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
KIPF 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
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No
Tyjobs.com	admin@tyjobs.com	Mark Holloway		0	No

3

Full-Time Vacancy EEO Information

Job Title of Vacancy: Account Executive
 Date Vacancy Opened: 1/6/2020
 Date Vacancy Filled: 1/25/2020

Recruitment Source that referred the Hiree:
 Total Number of Persons
 Interviewed for the Vacancy:

Indeed.com

4

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)	gjackson@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
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No
Tyjobs.com	admin@tyjobs.com	Mark Holloway		0	No

4

Full-Time Vacancy EEO Information

Job Title of Vacancy: Account Executive
 Date Vacancy Opened: 3/3/2020
 Date Vacancy Filled: 3/27/2020

Recruitment Source that referred the Hiree: Indeed.com
 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			5	No
KIIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
KIIFI 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
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No
Tyjobs.com	admin@tyjobs.com	Mark Holloway		0	No
				5	

Full-Time Vacancy EEO Information

Job Title of Vacancy: Account Executive
 Date Vacancy Opened: 2/10/2020
 Date Vacancy Filled: 5/12/2020

Recruitment Source that
 referred the Hiree: Indeed.com
 Total Number of Persons
 Interviewed for the Vacancy: 2

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			2	No
KIFI Website (ADP Vantage)	clackson@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.mpgco.com	Mary Ann Felts	816-271-8571	0	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy: Multi-Media Journalist/Producer
 Date Vacancy Opened: 2/12/2020
 Date Vacancy Filled: 5/12/2020

Recruitment Source that referred the Hiree:
 Total Number of Persons
 Interviewed for the Vacancy:

KIFI Website
 1

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)	clackson@localnews8.com	Curtis Jackson	208-525-8888	1	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
Tyjobs.com	admin@tyjobs.com	Mark Holloway		0	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No
				1	

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) IT Department Sept. 2019-Oct. 2019, College of Eastern Idaho
10	Educational Institution Sponsored Events	<p>Jay Hildebrandt (Anchor/Reporter) Sept. 2019 – Nov. 2019 Teaches Public Speaking, Intro to Broadcasting and Broadcast Performance classes every Tuesday and Thursday 7/17/2019 Spoke at MOI on broadcasting career</p> <p>Karole Honas (Anchor/Reporter) 7/25/2019 Taught ISU class</p> <p>Monte Young (General Manager) 7/11/2019 Spoke to students at BYU-I about broadcasting careers</p> <p>Todd Kunz (Anchor/Reporter) 9/3/2019 Eastern Idaho State Fair to collect school supplies 10/25/2019 Emceed Career Mentoring Day at College of Eastern Idaho</p>

4	Station Tours	Tours given to various organizations: 6/19/19: Viewers 6/24/19: Cub Scout Group 7/17/19: Childcare Cooperative 7/18/19: Clients 8/19/19: Group from Idahoans for Healthy Kids 11/12/19: Viewers 1/7/20: Viewers 1/29/20: Homeschool Group 2/25/20: Watersprings School Group 3/5/20: BYU-I Group
7	Scholarship Program	Participation in the ISBA Education Grants for current ISBA member station employees by announcing to employees when available, General Manager signs application; 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.