#### 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  $\underline{68}$  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:

Recruitment Source	Total Number of Interviewees Referred
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.

Job Title of Vacancy: Director of Sales Recruitment Source that

Date Vacancy Opened: 5/31/2019

Date Vacancy Filled:

6/6/2019

referred the Hiree: Total Number of Persons

Referral

Interviewed for the Vacancy:

Recruitment Sources Used to Fill the Vacancy

	TOOL DISTORT	recentional sources Osed to Fin the vacancy	ie vacancy		
				Total # of	
				by the Source of the	Did the Source
Name of Recruitment Source	Email Address	Contact Person	Phone Number	Vacancy	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
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No
TV News Check	paul@newscheckmedia.com	Paul Greeley	817-578-6324	1	No
Idaho State Journal	stubbs@journalnet.com	Susie	208-232-4780	0	No

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Job Title of Vacancy: Multi-Me

Multi-Media Journalist

Date Vacancy Filled:

Date Vacancy Opened:

10/11/2018

6/18/2019

Recruitment Source that referred the Hiree:

Total Number of Persons

Interviewed for the Vacancy:

Referral

13

Email Address  Contact Person  idahofallsmail@labor.idaho.gov  www.indeed.com  cjackson@localnews8.com  robyn.clegg@localnews8.com  Robyn Clegg  www.npgco.com  Mary Ann Felts  maryann.felts@npgco.com  maryann.felts@npgco.com  www.joinhandshake.com  nancy@bestinmedia.com  Mary Roche  Nancy Roche  Nancy Roche  Curtis Jackson  208-525-8888		13				
Email Address  Email Address  Contact Person  idahofallsmail@labor.idaho.gov  www.indeed.com  cjackson@localnews8.com  robyn.clegg@localnews8.com  www.npgco.com  maryann.felts@npgco.com  Mary Ann Felts  admin@tvjobs.com  Wark Holloway  Posted Online  Interviewees  Referred by the  Source of the  Vacancy  208-525-8888  4  1  Mary Ann Felts  816-271-8571  0  0  8  Wark Holloway  Posted Online  8  8  Interviewees  Referred by the  Source of the  Vacancy  10  10  10  10  10  10  10  10  10  1	No	0	208-345-3072	Nancy Roche	nancy@bestinmedia.com	ISBA
Email Address  Email Address  Contact Person  idahofallsmail@labor.idaho.gov  Jinny  Jinny  557-2500 x3557  www.indeed.com  Cjackson@localnews8.com  robyn.clegg@localnews8.com  www.npgco.com  Mary Ann Felts  maryann.felts@npgco.com  Mary Ann Felts  Mark Holloway  Mark Holloway	No	8		Posted Online	www.joinhandshake.com	JoinHandshake.com
Email Address  Email Address  Contact Person  idahofallsmail@labor.idaho.gov  www.indeed.com  cjackson@localnews8.com  robyn.clegg@localnews8.com  www.npgco.com  Mary Ann Felts  Mary Ann Felts  Interviewees  Referred by the  Source of the  Vacancy  0  0  1001 # 07  Interviewees  Referred by the  Source of the  Vacancy  1001 # 07  Interviewees  Referred by the  Source of the  Vacancy  1001 # 07  Interviewees  Referred by the  Source of the  Vacancy  0  1001 # 07  Interviewees  Referred by the  Source of the  Vacancy  0  1001 # 07  Interviewees  Referred by the  Source of the  Vacancy  0  1001 # 07  Interviewees  Referred by the  Source of the  Vacancy  1001 # 07  Interviewees  Referred by the  Source of the  Vacancy  0  Interviewees  Referred by the  Source of the  Vacancy  0  Interviewees  Referred by the  Source of the  Vacancy  0  Interviewees  Referred by the  Source of the  Vacancy  0  Interviewees  Referred by the  Source of the  Vacancy  0  0  Interviewees	No	0		Mark Holloway	admin(a)tvjobs.com	I VJOUS. COM
Email Address  Email Address  Contact Person  idahofallsmail@labor.idaho.gov  www.indeed.com  cjackson@localnews8.com  robyn.clegg@localnews8.com  www.npgco.com  Mary Ann Felts  Interviewees Referred by the Source of the Vacancy  208-525-8888  4  Mary Ann Felts  Referred by the Source of the Vacancy  208-525-8888  4  Mary Ann Felts  816-271-8571  0	No	0	816-271-8571	Mary Ann Felts	maryann.telts@npgco.com	NPG
Email Address  Email Address  Contact Person  idahofallsmail@labor.idaho.gov  www.indeed.com  cjackson@localnews8.com  robyn.clegg@localnews8.com  Referred by the  Source of the  557-2500 x3557  0  Curtis Jackson  208-525-8888  1	No	0	816-271-8571	Mary Ann Felts	www.npgco.com	NFG (ADF Vanlage)
Email Address  Email Address  Contact Person  idahofallsmail@labor.idaho.gov  Www.indeed.com  Cijackson@localnews8.com  Curtis Jackson  Jinny  Jinny  Jinny  Source of the Source of the Source of the Source of the Vacancy  208-525-8888  4	No	.1	208-525-8888	Robyn Clegg	robyn.clegg@localnews8.com	NIDG (ADD Vients and
Email Address  Email Address  Contact Person  idahofallsmail@labor.idaho.gov  Jinny  Source of the  Vacancy  www.indeed.com  557-2500 x3557  0	No	4	208-525-8888	Curtis Jackson	cjackson(a)localnews8.com	VIFI Internal (ADP vantage)
Email Address  Email Address  Contact Person  idahofallsmail@labor.idaho.gov  Jinny  S57-2500 x3557  0	No	0			www.indeed.com	VIET Website (ADD Western)
Email Address  Email Address  Contact Person  Phone Number  Vacancy	No	0	557-2500 x3557	Jinny	inaliolalisiliali@labor.idano.gov	Indeed com
Interviewees Interviewees Referred by the Source of the Contact Person Phone Number Vacancy	I AOGIIIOGGIOIL:	, mountage	T TIONS I VOLLEGE	Y:	idahafallamail@lahamidala	Idaho Commerce & Labor
Interviewees Referred by the Source of the	Notification?	Vacancy	Phone Number	Contact Person	Email Address	Name of Recruitment Source
	Request	Source of the				
Interviewees	Did the Source	Referred by the				
I Otal # OT		Interviewees				
		Total # of				

Job Title of Vacancy:

Sports Anchor/MMJ

6/3/2019

Date Vacancy Opened:

Date Vacancy Filled:

7/29/2019

Recruitment Source that referred the Hiree:
Total Number of Persons

KIFI Website

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Interviewed for the Vacancy:

	зонгланизнаке.com	Lintlen John Com	NPG (ADP Vantage)	NIFI Internal/Reterral	KIFI Website (ADP Vantage)	mudeed.com	ranic of rectaintient source	Name of Boarditmont Source			
	www.jomhandshake.com	admin@tvjobs.com	www.npgco.com	robyn.clegg@localnews8.com	cjackson@localnews8.com	www.indeed.com	Email Address				
	Posted Online	Mark Holloway	Mary Ann Felts	Robyn Clegg	Curtis Jackson		Contact Person	•			
			816-271-8571	208-525-8888	208-525-8888		Phone Number				
ယ	0	0	0	0	3	0	Vacancy	Source of the	Referred by the	Interviewees	Total # of
	No	No	No	No	No	No	Notification?	Request	Did the Source		

Job Title of Vacancy:

Assistant News Director

2/1/2019

8/12/2019

Date Vacancy Filled:

Date Vacancy Opened:

referred the Hiree: Recruitment Source that

Total Number of Persons

Interviewed for the Vacancy:

KIFI Website

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	ISBA	Tyjobs.com	NPG (ADP Vantage)	NLF1 Internal/Keierral	KIFI Website (ADP Vantage)	Indeed.com	Name of Recrument Source	None of December 1			
	nancy@bestinmedia.com	admin@tvjobs.com	www.npgco.com	robyn.clegg(a)localnews8.com	cjackson@localnews8.com	www.indeed.com	Email Address	:			
	Nancy Roche	Mark Holloway	Mary Ann Felts	Robyn Clegg	Curtis Jackson		Contact Person				
	208-345-3072		816-271-8571	208-525-8888	208-525-8888		Phone Number				
6	0	0	0	0	4	2	Vacancy	Source of the	Referred by the	Interviewees	Total # of
	No	No	No	No	No	No	Notification?	Request	Did the Source		

Job Title of Vacancy: Loc

Local Sales Manager

8/22/2019

Date Vacancy Filled:

9/9/2019

Date Vacancy Opened:

Recruitment Source that referred the Hiree:

Total Number of Persons

Interviewed for the Vacancy:

Referral

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	Tvjobs.com	NPG (ADP Vantage)	KIFI Internal/Referral	KIFI Website (ADP Vantage)	Indeed.com	Name of Recruitment Source
	admin@tvjobs.com	www.npgco.com	robyn.clegg@localnews8.com	cjackson@localnews8.com	www.indeed.com	Email Address
	Mark Holloway	Mary Ann Felts	Robyn Clegg	Curtis Jackson		Contact Person
		816-271-8571	208-525-8888	208-525-8888		Phone Number
3	0	0	1	0	2	Total # of Interviewees Referred by the Source of the Vacancy
	No	No	No	No	No	Did the Source Request Notification?

Job Title of Vacancy: Multi-Media Journalist/Producer

Date Vacancy Opened: 7/25/2019

9/16/2019

Date Vacancy Filled:

Recruitment Source that

referred the Hiree: Total Number of Persons

Interviewed for the Vacancy:

KIFI Website

	Tvjobs.com	JoinHandsnake.com	NPG (ADP Vantage)	NIT I Illernal/Kelerral	VIET Into 170 formal	Indeed.com	Ivanic of Recidimient Source	Name of Doznitmont Course			
	admin@tvjobs.com	www.joinhandshake.com	www.npgco.com	robyn.clegg@localnews8.com	cjackson@localnews8.com	www.indeed.com	Email Address	1			
	Mark Holloway	Posted Online	Mary Ann Felts	Robyn Clegg	Curtis Jackson		Contact Person	1			
			816-271-8571	208-525-8888	208-525-8888		Phone Number				
<b>,</b>	0	0	0	0	1	0	Vacancy	Source of the	Referred by the	Interviewees	Total # of
	No	No	No	No	No	No	Notification?	Request	Did the Source		

Job Title of Vacancy:

Account Executive

6/14/2019

10/7/2019

Date Vacancy Filled:

Date Vacancy Opened:

Recruitment Source that referred the Hiree:
Total Number of Persons

Referral

Interviewed for the Vacancy:

110					
No	0		Mark Holloway	admin@tvjobs.com	Tvjobs.com
No	0	816-271-8571	Mary Ann Felts	www.npgco.com	NPG (ADP Vantage)
No	1	208-525-8888	Robyn Clegg	robyn.clegg@localnews8.com	NH 1 III(elila)/Reterral
No	0	208-525-8888	Curtis Jackson	cjackson@localnews8.com	KIFI Website (ADP Vantage)
No	2			www.indeed.com	Indeed.com
Notification?	Vacancy	Phone Number	Contact Person	Email Address	Traine of recentificant 30m ce
Request	Source of the		1	7	Name of Beautiment Same
Did the Source	Referred by the				
	Interviewees				
	Total # of				

Job Title of Vacancy:

Date Vacancy Opened:

Date Vacancy Filled:

12/2/2019

6/25/2019

Account Executive

referred the Hiree: Recruitment Source that

Total Number of Persons

Indeed.com

Interviewed for the Vacancy:

	NPG (ADP Vantage)	ATT I IIIGHAI NEIGHAI	VIET Internal/Pofermal	TYTET WALLS (A DD X)	Indeed.com	TAUTHER OF TREATMENT POUTCE	Name of Beamitment Course			
	www.npgco.com	robyn.clegg@localnews8.com	cjackson@localnews8.com	www.midecu.com	way indeed com	Email Address				
	Mary Ann Felts	Robyn Clegg	Curtis Jackson			Contact Person	!			
	816-271-8571	208-525-8888	208-525-8888			Phone Number				
7	0	0	0	7	, mountain	Vacancy	Source of the	Referred by the	Interviewees	Total # of
	No	No	No	No	I AOUTHCHLIOIL:	Notifications	Request	Did the Source		

Job Title of Vacancy:

Video Editor

11/13/2019

12/2/2019

Date Vacancy Filled:

Date Vacancy Opened:

Recruitment Source that

referred the Hiree: Total Number of Persons

Referral

Interviewed for the Vacancy:

No	0		Mark Holloway	admin@tvjobs.com	Tyjobs.com
No	0		Posted Online	www.joinhandshake.com	JoinHandsnake.com
No	0	816-271-8571	Mary Ann Felts	www.npgco.com	NPG (ADP Vantage)
No	1	208-525-8888	Robyn Clegg	robyn.clegg@localnews8.com	NET IIII EII AI KEIEITAI
No	0	208-525-8888	Curtis Jackson	cjackson@localnews8.com	VIET Leteral/Partage)
No	0			www.indeed.com	mueed.com
Notification?	Vacancy	Phone Number	Contact Person	Enlan Address	Indeed the recomment Source
Request	Source of the			Empil Address	Name of Recruitment Course
Did the Source	Referred by the				
	Interviewees				
	Total # of				

Date Vacancy Opened: Job Title of Vacancy: 10/3/2019 Producer

Date Vacancy Filled:

1/17/2020

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

KIFI Website

ie Vacancy:

	Tvjobs.com	JoinHandshake.com	NPG (ADP Vantage)	KIFI Internal/Referral	KIFI Website (ADP Vantage)	Indeed.com	Name of Recruitment Source
	admin@tvjobs.com	www.joinhandshake.com	www.npgco.com	robyn.clegg@localnews8.com	cjackson@localnews8.com	www.indeed.com	Email Address
	Mark Holloway	Posted Online	Mary Ann Felts	Robyn Clegg	Curtis Jackson		Contact Person
			816-271-8571	208-525-8888	208-525-8888		Phone Number
3	0	0	0	1	2	0	Total # of Interviewees Referred by the Source of the Vacancy
	No	No	No	No	No	No	Did the Source Request Notification?

Job Title of Vacancy: Human Resource Coordinator

12/20/2019

Date Vacancy Filled:

2/3/2020

Date Vacancy Opened:

referred the Hiree: Recruitment Source that

Interviewed for the Vacancy: Total Number of Persons

Indeed.com

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Recruitment Sources Used to Fill the Vacancy

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Job Title of Vacancy:

Date Vacancy Filled:

12/9/2019

Date Vacancy Opened:

11/20/2019

Account Executive

Recruitment Source that

referred the Hiree: Total Number of Persons

Indeed.com

Interviewed for the Vacancy:

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	1 VJobs.com	Tonu and shake.com	NPG (ADP Vantage)	NIFT IIIWIIIII/KEIEITAI	KIFI Website (ADP Vantage)	muced.com	Indeed com	Name of Recruitment Course			
	admin@tvjobs.com	www.joinhandshake.com	www.npgco.com	robyn.clegg@localnews8.com	cjackson@localnews8.com	www.indeed.com	Ellian Address	Famo: 1 A d'Arron			
	Mark Holloway	Posted Online	Mary Ann Felts	Robyn Clegg	Curtis Jackson		Contact Person	)			
ĺ			816-271-8571	208-525-8888	208-525-8888		Phone Number				
3	0	0	0	0	0	3	Vacancy	Source of the	Referred by the	Interviewees	Total # of
	No	No	No	No	No	No	Notification?	Request	Did the Source		

Job Title of Vacancy:

Account Executive

1/6/2020

1/25/2020

Date Vacancy Filled:

Date Vacancy Opened:

referred the Hiree: Recruitment Source that

Total Number of Persons

Interviewed for the Vacancy:

Indeed.com

	Tvjobs.com	JoinHandshake.com	NPG (ADP Vantage)	KIFI Internal/Reterral	KIFI Website (ADP Vantage)	Indeed.com	Name of Recruitment Source	Tomas of December 1			
	admin@tvjobs.com	www.joinhandshake.com	www.npgco.com	robyn.clegg@localnews8.com	cjackson@localnews8.com	www.indeed.com	Email Address	:			
	Mark Holloway	Posted Online	Mary Ann Felts	Robyn Clegg	Curtis Jackson		Contact Person				
			816-271-8571	208-525-8888	208-525-8888		Phone Number				
4	0	0	0	0	0	4	Vacancy	Source of the	Referred by the	Interviewees	Total # of
	No	No	No	No	No	No	Notification?	Request	Did the Source		

Job Title of Vacancy: Account Executive

3/3/2020

Date Vacancy Filled:

3/27/2020

Date Vacancy Opened:

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

Indeed.com

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	1 vJobs.com	T.: 1	Inin Handshake com	NIDC (A DD 17 4 )	KIFI Internal/Beformal	macca.com	Indood com	Name of Recruitment Source			
	admin(a)tvjobs.com	www.joilinandsnake.com	www.npgco.com	robyn.clegg@localnews8.com	cjackson@localnews8.com	www.indeed.com	Email Address	Empil Address			
	Mark Holloway	Posted Online	Mary Ann Felts	Robyn Clegg	Curtis Jackson		Contact Person				
			816-271-8571	208-525-8888	208-525-8888		Phone Number				
5	0	0	0	0	0	5	Vacancy	Source of the	Referred by the	Interviewees	Total # of
	No	No	No	No	No	No	Notification?	Request	Did the Source		

Job Title of Vacancy:

Account Executive

2/10/2020

Date Vacancy Filled:

5/12/2020

Date Vacancy Opened:

Recruitment Source that

referred the Hiree: Total Number of Persons

Interviewed for the Vacancy:

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Indeed.com

0 No		Mark Holloway	admin@tvjobs.com	1 VJOOS.COIII
		T OSECH CHILIC		Tricks com
		Posted Online	www.ioinhandshake.com	JoinHandshake.com
0	816-271-8571	Mary Ann Felts	www.npgco.com	NPG (ADP Vantage)
0	208-525-8888	Robyn Clegg	robyn.clegg@localnews8.com	NIFI Internal/Referral
0	208-525-8888	Curtis Jackson	cjackson@localnews8.com	KIFI Website (ADP Vantage)
2			www.indeed.com	Indeed.com
Vacancy	Phone Number	Contact Person	Email Address	Name of Rectamment Source
Source of the			7	Name of Posmitment Source
Referred by the				
Interviewees				
Total # of				

Job Title of Vacancy:

Multi-Media Journalist/Producer

2/12/2020

Date Vacancy Filled:

5/12/2020

Date Vacancy Opened:

Recruitment Source that referred the Hiree:
Total Number of Persons

Interviewed for the Vacancy:

KIFI Website

THO			9 (		
	0		Posted Online	www.joinhandshake.com	JoinHandshake.com
,	0		Mark Holloway	admin@tvjobs.com	Tvjobs.com
	0	816-271-8571	Mary Ann Felts	www.npgco.com	NPG (ADP Vantage)
	0	208-525-8888	Robyn Clegg	robyn.clegg@localnews8.com	KIFI Internal/Referral
No	1	208-525-8888	Curtis Jackson	cjackson@localnews8.com	KIFI Website (ADP Vantage)
No	0			www.indeed.com	Indeed.com
ncy Notification?	Vacancy	Phone Number	Contact Person	Email Address	Name of Recruitment Source
Source of the	Sourc				
Referred by the Did the Source	Refer				
Interviewees	Interv				
# of	Total # of				

#### 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	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  Karole Honas (Anchor/Reporter) 7/25/2019 Taught ISU class  Monte Young (General Manager) 7/11/2019 Spoke to students at BYU-I about broadcasting careers  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

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 Idahohans 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;
  - 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;
  - Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations 4. representing groups present in the community interested in broadcast employment issues;
  - Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
  - Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily 6. directed to providing notification of specific job vacancies);

    Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
  - 7.
  - 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
  - 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;
  - Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching 13. 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;
  - Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would 15. 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.