

**EEO PUBLIC FILE REPORT**

**Reporting Period:** June 1, 2019 - May 31, 2020

**Stations Included in Report:** K27DX-D, KIVI-TV, KSAW-TV

**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				12
C2	Internal Candidate / WorkLife				16
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			32
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	1
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		26
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	8
C130	Face-to-face Networking				1
C131	Agency/Search Firm				
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		11
C169	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C177	AAJA	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C178	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDVA	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Central Kentucky Job Center - Danville - Danville, KY 40422 - 121 East Broadway (Bruce.quire@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	Central Kentucky Job Center - Lexington - - 1055 Industry Road, 2nd Floor (JeanneB.Scott@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C233	Central Kentucky Job Center - Richmond - Richmond, KY 40475 - 595 South Keeneland Drive (denise.jones@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	3
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1424	Agency for New Americans - - 1614 W Jefferson Street (jcampbell@mtnstatesgroup.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1425	Boise State University (Broncojobs) Boise, ID - General Workforce/ Job Center Contact Email - 1910 University Drive (career@boisestate.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C1426	Boise State University Women S Ctr - Jess Caldwell-O'Keefe - 1910 University Drive (jesscaldwellokeefe@boisestate.edu.)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1427	Community Council of Idaho - - 6618 Cleveland Blvd. Ste B (jmorales@ccimail.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1428	Division of Vocational Rehabilitation - - 3110 E. Caldwell Blvd. #A7 (jeanette.ward@vr.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1429	Division of Vocational Rehabilitation - - 29 North Main (jeanette.ward@vr.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1430	Division of Vocational Rehabilitation - - 136 McClure (jeanette.ward@vr.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1431	Division of Vocational Rehabilitation - - 600 E. Watertower Street Suite B (jeanette.ward@vr.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1432	Division of Vocational Rehabilitation - Wendy Page - 10200 W. Emerald Street Suite 101 (wendy.page@vr.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1433	Idaho Commission On Hispanic Affairs - Lymaris Blackmon - 304 N 8th Street (lymaris.blackmon@icha.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1434	Idaho Department of Labor - Boise - - 600 N. Steelhead Way (Finia.Dinh@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1435	Idaho Department of Labor - Boise - DVET Dale Langford - 317 W. Main Street (Michael.Storm@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1436	Idaho Department of Labor - Canyon County - - 4514 Thomas Jefferson Street (dave.howerton@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1437	Idaho Department of Labor - Emmett - - 288 West Hwy 16 (emmettmail@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1438	Idaho Department of Labor - Meridian - - 1090 E. Watertower Street Suite 100 (jim.givens@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1439	Idaho Department of Labor - Meridian - John Russ - 1090 E. Watertower Street Suite 100 (john.russ@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1440	Idaho Department of Labor - Mountain Home - Katie Eiden - 1150 American Legion Blvd. (katie.eiden@labor.idaho)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1441	Idaho Department of Labor - Payette - Lisa Burgess - 501 North 16th Street, Suite 107 (lisa.burgess@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1442	Idaho Department of Labor (Boise) - General Workforce/ Job Center Contact Email - 219 West Main Street (boisemail@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1443	Idaho Department of Labor (Mountain Home) - - 1993 E 8th N (mountainhomemail@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1444	Idaho Department of Labor (Mountain Home) - General Workforce/ Job Center Contact Email - 1150 American Legion Boulevard (mountainhomemail@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1445	Idaho Department of Labor (Mountain Home) - Ray Cotton (Veterans Representative) - 1150 American Legion Blvd. (raymond.cotton@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1446	Idaho Department of Labor (Payette) - General Workforce/ Job Center Contact Email - 501 North 16th Street, Suite #107 (payettemail@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1447	Idaho Department of Labor- Meridian - Meridian, ID 83642 - 205 E Watertower Lane (gary.hanna@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1448	Idaho Refugee Service Program - Jan Reeves - 1607 W Jefferson (jreeves@idahorefugees.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1449	The Arc, Inc - Boise - Kristen Laiola - 4402 Albion St (klaiola@thearcinc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1450	Treasure Valley Naacp - - PO BOX 8436 (naacp@naacp-treasurevalley.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1451	World Relief - Emerald Douthit - 6702 Fairview Ave (edouthit@wr.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1906	Jackson County Continuing Education - McKee, KY 40447 - 1100 Education Mountain Dr (joey.neeley@jackson.kyschools.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	Lee County Adult Learning Center - Beattyville, KY 41311 - 242 Lee Avenue (cheryl.botner@kentuckyvalley.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2024	Division of Vocational Rehabilitation - - 1445 Fillmore Suite 1102 (mark.gritton@vr.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2025	Division of Vocational Rehabilitation - - 1600 Parke Avenue Suite B3 (mark.gritton@vr.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2026	Idaho Department of Labor - Magic Valley - - 420 Falls Avenue (johnny.moreno@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2027	Idaho Department of Labor - Magic Valley - Chris Orders - 420 Falls Avenue (magicvalleyemail@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2028	Idaho Department of Labor - Mini-Cassia - - 127 West 5th Street North (johnny.moreno@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2029	Idaho Department of Labor - Mini-Cassia - Chet Jeppesen - 127 West 5th Street North (Chet.Jeppesen@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2030	Idaho Department of Labor (Magic Valley) - General Workforce/ Job Center Contact Email - 420 Falls Avenue (magicvalleyemail@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2031	Idaho Department of Labor (Mini-Cassia) - General Workforce/ Job Center Contact Email - 127 West 5th Street North (mini-cassiamail@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2032	Idaho Department of Labor (Twin Falls) - General Workforce/ Job Center Contact Email - 420 Falls Avenue (magicvalleyemail@labor.idaho.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

**Local Sources**

L1	Boisehelpwanted.com*	One Civic Center Plaza 506 Poughkeepsie, NY 12601	Maureen Daley www.boisehelpwanted.com	800-365-8630Ext 9002	
L2	College of Western Idaho *	5500 East Opportunity DriveNampa, ID 83687 Nampa, ID 83687	Allison Molitor allisonmolitor@cwidaho.cc <a href="https://cwidaho-csm.symplicity.com/">https://cwidaho-csm.symplicity.com/</a>	2085622378	
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	Ken Witkoe Kwitkoe@batestech.edu	253-680-7761	
L8	Central Michigan University	340 Moore Hall Mount Pleasant, MI 48859	Peter B. Orlik, PH.D. orlik1pb@cmich.edu	989-774-3851	

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L9	Collective Talent *	5134 Sandy Beach Ave Sarasota, FL 34242	Michael Bille bille@michaelsmedia.com	813-4944555	
L10	Emerson College	113 Gray Street Arlington, MA 02476	Mary Sullivan careers@emerson.edu	781-646-1077	
L12	Idaho State Broadcasters Association*	1674 Hill Road Suite 3 Boise, ID 83702	Connie Searles isba@idahobroadcasters.org	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	
L16	University of Wisconsin-Oshkosh School of Radio, TV & Film	800 Algoma Blvd. Oshkosh, WI 54901	Justine Stokes stokesj@uwosh.edu	920-424-3133	
L21	Idaho Department of Labor*	317 W Main Street Boise, ID 83735	boisemail@labor.idao.gov www.labor.idaho.gov	208-332-3570	
L24	Handshake	660 4th St #113 San Francisco, CA 94104	<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>		1
L29	Southern New Hampshire University (SNHU)*		Mark Shappert m.schappert@snhu.edu www.handshake.com		
L30	602 Communications		<a href="http://www.602communications.com">www.602communications.com</a>		
L31	Social Media - Facebook	1866 E. Chisholm Dr. Nampa, ID 83687	J Bates	2083816660	
<b>Total Number of Interviewees Referred:</b>					<b>113</b>



**EEO PUBLIC FILE REPORT**

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

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Integrated [JR021709]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C2024, C2025, C2026, C2027, C2028, C2029, C2030, C2031, C2032, L1, L2, L5, L9, L12, L15, L21, L29	Code Number: C1 Start Date: 2019-09-23
Assoc Account Exec, TV [JR020821]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, L1, L2, L5, L9, L12, L15, L21, L29	Code Number: C235 Start Date: 2019-07-01
Commercial Production Manager [JR021654]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, L1, L2, L5, L9, L12, L15, L21, L29	Code Number: C97 Start Date: 2019-09-30
Commercial Production Manager [JR021687]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C2024, C2025, C2026, C2027, C2028, C2029, C2030, C2031, C2032, L1, L2, L5, L9, L12, L15, L21, L24, L29, L30	Code Number: C3 Start Date: 2019-10-21
Digital Content Producer [JR022941]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, L1, L2, L5, L9, L12, L15, L21, L29	Code Number: C2 Start Date: 2020-02-03

**EEO PUBLIC FILE REPORT**

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

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Dir, HR Business Partner [JR022231]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, L1, L2, L5, L9, L12, L15, L21, L29	Code Number: C134 Start Date: 2020-02-24
Director II [JR021049]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, L1, L2, L5, L9, L12, L15, L21, L29	Code Number: C134 Start Date: 2019-06-24
Director III [JR021036]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, L1, L2, L5, L9, L12, L15, L21, L29	Code Number: C3 Start Date: 2019-06-10
Director IV [JR022950]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, L1, L2, L5, L9, L12, L15, L21, L29	Code Number: C2 Start Date: 2020-02-03
General Sales Manager [JR023217]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L5, L9, L12, L15, L21, L24, L29	Code Number: C1 Start Date: 2020-05-18

**EEO PUBLIC FILE REPORT**

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

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Multimedia Journalist [JR022175]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, L1, L2, L5, L9, L12, L15, L21, L29	Code Number: C97 Start Date: 2020-03-09
Multimedia Journalist [JR022744]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, L1, L2, L5, L9, L12, L15, L21, L29	Code Number: C2 Start Date: 2020-03-09
Multimedia Journalist [JR022747]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, L1, L2, L5, L9, L12, L15, L21, L24, L29	Code Number: C97 Start Date: 2020-03-02
Multimedia Journalist [JR022748]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, L1, L2, L5, L9, L12, L15, L21, L29	Code Number: C201 Start Date: 2020-03-02
Photographer II [JR020849]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, L1, L2, L5, L9, L12, L15, L21, L29	Code Number: C2 Start Date: 2019-06-10

**EEO PUBLIC FILE REPORT**

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

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Producer [JR020953]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C169, C170, C171, C172, C173, C174, C177, C178, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, L1, L2, L5, L9, L12, L15, L21, L29	Code Number: C97 Start Date: 2019-07-29
Producer [JR022730]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, L1, L2, L5, L9, L12, L15, L21, L29	Code Number: C2 Start Date: 2020-02-03
Producer [JR023005]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1424, C1425, C1426, C1427, C1428, C1429, C1430, C1431, C1432, C1433, C1434, C1435, C1436, C1437, C1438, C1439, C1440, C1441, C1442, C1443, C1444, C1445, C1446, C1447, C1448, C1449, C1450, C1451, L1, L2, L5, L9, L12, L15, L21, L29	Code Number: C97 Start Date: 2020-03-23

**EEO PUBLIC FILE REPORT**

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

Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	KIVI and its employees participate in The EW Scripps Company's Career Management Program that includes training to help employees develop their career skills.
	KIVI implemented Training Wheels program where we utilize formal training plans to prepare employees for success in future roles and track progress of development.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Sept 26, 2019 - Multimedia Journalist spoke to BSU Studio TV class (20-30 students). Presentation consisted of skills needed in Broadcast and as MMJ including tips on live interviews, including getting great live shots and desired interview responses, while maintaining professionalism and sensitivity to tone and circumstance.
	Feb 11 2020 - Multimedia Journalist, News Director and Producer spoke to Mountain View HS about careers in broadcasting.
	Feb 20, 2020 - Multimedia Journalist spoke with students at BSU Media 116 Class (10-15 students) about broadcasting skills and careers in broadcast.
	Feb 19, 2020 - Account Exec spoke with students at College of West Idaho about careers in broadcast sales.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	Management attended The Welcome Table: Here, We Belong on Gender Equity training on March 2, 2020
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.	We hosted a station tour on 07/18/2019 with Raisin Angels Summer School Program. We had involvement from the Creative Service Tech and Administrative Assistant III. Specifics include describing how the news is produced, various roles and skills needed of an anchor, producer, executive producer, managing editor, MMJ (multi-media journalist) and photographer. Discuss roles and skills needed of director, robotic camera operator, teleprompter operator, audio technician and producer.
	We hosted a station tour on 09/17/2019 with a College of Western Idaho class. We had involvement from the News Director. Specifics include describing how the news is produced, various roles and skills needed of an anchor, producer, executive producer, managing editor, MMJ (multi-media journalist) and photographer. Discuss roles and skills needed of director, robotic camera operator, teleprompter operator, audio technician and producer.

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

	<p>We hosted a station tour on 10/16/2019 with Youth Group from the Middleton 6th Ward of the Church of Jesus Christ of Latter-Day Saints. We had involvement from the Chief Photographer. Specifics include describing how the news is produced, various roles and skills needed of an anchor, producer, executive producer, managing editor, MMJ (multi-media journalist) and photographer. Discuss roles and skills needed of director, robotic camera operator, teleprompter operator, audio technician and producer.</p>
	<p>We hosted a station tour on 10/22/2019 with 6 Oaks Academy. We had involvement from the Administrative Assistant III, Chief Engineer, and AM Meteorologist. Specifics include describing how the news is produced, various roles and skills needed of an anchor, producer, executive producer, managing editor, MMJ (multi-media journalist) and photographer. Discuss roles and skills needed of director, robotic camera operator, teleprompter operator, audio technician and producer.</p>
	<p>We hosted a station tour on 11/18/2019 with a home school group. We had involvement from the Chief Meteorologist. Specifics include describing how the news is produced, various roles and skills needed of an anchor, producer, executive producer, managing editor, MMJ (multi-media journalist) and photographer. Discuss roles and skills needed of director, robotic camera operator, teleprompter operator, audio technician and producer.</p>
	<p>We hosted a station tour on 01/17/2020 with a class from Homedale Elementary School Class. We had involvement from the Chief Meteorologist. Specifics include describing how the news is produced, various roles and skills needed of an anchor, producer, executive producer, managing editor, MMJ (multi-media journalist) and photographer. Discuss roles and skills needed of director, robotic camera operator, teleprompter operator, audio technician and producer.</p>
	<p>We hosted a station tour on 02/05/2020 with a group from Canyon County 4-H. We had involvement from the Administrative Assistant III and Digital Content Producer. Specifics include describing how the news is produced, various roles and skills needed of an anchor, producer, executive producer, managing editor, MMJ (multi-media journalist) and photographer. Discuss roles and skills needed of director, robotic camera operator, teleprompter operator, audio technician and producer.</p>

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

	<p>We hosted a station tour on 02/12/2020 with Girl Scout Troop 709. We had involvement from the Assistant Chief Engineer. Specifics include describing how the news is produced, various roles and skills needed of an anchor, producer, executive producer, managing editor, MMJ (multi-media journalist) and photographer. Discuss roles and skills needed of director, robotic camera operator, teleprompter operator, audio technician and producer.</p>
	<p>We hosted a station tour on 02/27/2020 with a group from the Kuna School District Career Readiness Program. We had involvement from the Administrative Assistant III and Digital Content Producer. Specifics include describing how the news is produced, various roles and skills needed of an anchor, producer, executive producer, managing editor, MMJ (multi-media journalist) and photographer. Discuss roles and skills needed of director, robotic camera operator, teleprompter operator, audio technician and producer.</p>