

EEO PUBLIC FILE REPORT

Reporting Period: June 1, 2018 - May 31, 2019

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
Common Sources					
C1	Employee Referral				12
C2	Internal Candidate / WorkLife				15
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			57
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	3
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C8	SimplyHired.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C16	Collective Talent	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C19	National Association of Black Journalists	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C26	NAHJ.org (The National Association of Hispanic Journalists-Career Center)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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C37	Monster.com (14 days) US Locations	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C38	Asian American Journalists Association (AAJA)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C39	TV Jobs/Broadcast Employment	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C91	Careerbuilder US	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		1
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		13
C98	Twitter	1355 Market Street Suite 900 San Francisco, CA 94103	www.twitter.com		1
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	2
C130	Face-to-face Networking				4
C131	Agency/Search Firm				1
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		18
C160	Society of Broadcast Engineers				1
C164	Glassdoor.com (via scraping)		www.glassdoor.com		
C165	Jobtome.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C167	Symphony Talent Job	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
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	

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C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C175	Flexjobs_Batch	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C176	TheLadders	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	
C179	nahj	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C180	rtdna	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C187	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C188	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C193	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C194	LinkedIn_Slots	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	JOFDAV	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	
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	

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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	
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	

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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	
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	
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	

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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	
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	
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	

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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	

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 Drive Nampa, ID 83687	Allison Molitor allisonmolitor@cwidaho.cc https://cwidaho-csm.symplicity.com/	2085622378	
L3	TV Jobs.com*	PO Box 4116 Oceanside, CA 93950	Mark Holloway admin@tvjobs.com www.tvjobs.com	760-754-8177	
L4	American Broadcasting School	712 North Watson Road Suite 200 Arlington, TX 76011	Michelle McConnell michelle@radioschool.com	817-695-2474	
L5	Bates Technical College *	2320 S. 19th Street Tacoma, WA 98405	Ken Witkoe Kwitkoe@batestech.edu	253-680-7761	
L7	Boise State University	1910 University Drive Boise, ID 83726	Ramon Silva rsilva@boisestate.edu	208-426-3038	
L8	Central Michigan University	340 Moore Hall Mount Pleasant, MI 48859	Peter B. Orlik, PH.D. orlik1pb@cmich.edu	989-774-3851	
L9	Collective Talent *	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	

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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	https://app.joinhandshake.com		
L29	Southern New Hampshire University (SNHU)		Mark Shappert m.schappert@snhu.edu www.handshake.com		

Total Number of Interviewees Referred: 131

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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]
Admin Assistant III [14727]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C37, C69, C95, C97, C130, C131, C132, C134, C165, C167, L1, L2, L3, L5, L9, L12, L16, L21	Code Number: C134 Start Date: 2018-09-17
Digital Content Producer [14289]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, L1, L2, L3, L5, L9, L12, L16, L21	Code Number: C2 Start Date: 2018-06-04
Digital Content Producer [JR020718]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, 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, L3, L5, L9, L12, L16, L21	Code Number: C2 Start Date: 2019-04-22
Dir, Creative Services [JR020258]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C179, C181, C193, C194, 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, L3, L5, L9, L12, L16, L21	Code Number: C1 Start Date: 2019-02-25
Exec Producer [14987]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C39, C69, C97, C100, C130, C131, C132, C134, C164, C165, C167, C170, C171, C172, C173, C174, C175, C176, C177, C179, C181, C187, C188, 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, L3, L5, L9, L12, L16, L21	Code Number: C130 Start Date: 2019-03-11
Maintenance Engineer II [JR020098]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C160, C170, C171, C172, C173, C174, C175, C176, C177, C179, C180, C181, C193, C194, 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, L3, L5, L9, L12, L16, L21	Code Number: C160 Start Date: 2019-02-04

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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]
Manager, AM/PM Content [14087]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C16, C26, C38, C39, C69, C97, C130, C131, C132, C134, L1, L2, L3, L5, L9, L12, L16, L21	Code Number: C130 Start Date: 2018-07-16
Media Prep Technician [14603]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C15, C69, C97, C130, C131, C132, C134, C165, L1, L2, L3, L5, L9, L12, L16, L21	Code Number: C1 Start Date: 2018-08-06
Morning Anchor, MMJ [14465]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C130, C131, C132, C134, C165, L1, L2, L3, L5, L9, L12, L16, L21	Code Number: C1 Start Date: 2018-08-13
Multimedia Journalist [13939]	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C69, C91, C97, C98, C130, C131, C132, C134, C165, L1, L2, L3, L5, L9, L12, L16, L21	Code Number: C3 Start Date: 2018-06-18
Multimedia Journalist [13939]	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C69, C91, C97, C98, C130, C131, C132, C134, C165, L1, L2, L3, L5, L9, L12, L16, L21	Code Number: C3 Start Date: 2018-07-16
Multimedia Journalist [14450RM]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C19, C69, C97, C100, C130, C131, C132, C134, C165, L1, L2, L3, L5, L9, L12, L16, L21	Code Number: C3 Start Date: 2018-07-30
Studio Tech IV [JR020053]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, 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, L3, L5, L9, L12, L16, L21	Code Number: C2 Start Date: 2019-01-14

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	HRBP and Creative Services Director attended the Fall 2018 Career Fair at Boise State University on 10/17/18.
	HRBP attended the Idaho Department of Labor Multiple Employer Job Fair - Boise, ID on 03/06/19.
	HRBP and Administrative Assistant III attended the Idaho Department of Labor Multiple Employer Job Fair - Nampa, ID on 03/21/19
	HRBP attended the Idaho Department of Labor Multiple Employer Job Fair - Boise on 04/17/19
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Implemented Training Wheels program in June, 2018. Utilize formal training plans to prepare employees for success in future roles and track progress of development. We had 1 employee utilize this program and was selected for a promotion into the role she had trained on for a year. In addition, we currently have 2 employees on a training plan, learning roles that would qualify them for higher level positions if/when they become available.
Establishment of a mentoring program for station personnel.	Scripps Media - Boise Market has implemented a Job Shadow program offered to employees and others outside of the organization. Individuals may be interested in learning about specific areas of the station and this program offers opportunity to watch and learn from experienced individuals in action. In the last year, we have had 8 individuals job shadow
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	09/17/18 - News Director & Creative Service Tech spoke at College of Western Idaho's (CWI's) Comm 101 Intro to Mass Media Class (20-25 students). Presentation consisted of a Q&A with students on industry, including our goals and philosophy as a company, as well as a station tour showcasing technology & workflow.
	09/18/18 - News Director & Creative Service Tech spoke at CWI's Comm 101 Intro to Mass Media Class (20-25 students). Presentation consisted of a Q&A with students on industry, including our goals and philosophy as a company, as well as a station tour showcasing technology & workflow.
	11/01/18 - News Director spoke at CWI's Comm 271 News Writing Class (16 students). Presentation consisted of a Q&A with students regarding career advice and expectations.
	11/28/18 - News Director spoke at CWI's Media Symposium (Com 101 Mass Media and Com 271 News Writing). Presentation consisted of a Q&A with Newspaper and Broadcasting Professionals on careers, future growth, and challenges.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>01/16/2019 - Morning Meteorologist hosted the Serve Idaho Brightest Star Award Ceremony. Performed typical MC duties.</p>
	<p>01/30/19 - Account Executive spoke at CWI's Marketing 240 Principles of Selling class. Presentation consisted of a discussion on her personal career journey, as well as daily challenges related to the field.</p>
	<p>03/15/19 - Morning Meteorologist hosted the Advocates Against Family Violence's Annual Fundraising Gala. Performed typical MC duties.</p>
	<p>06/01/19 - Morning Anchor hosted the Boise Chordsmen's Annual Concert at the Morrison Center. Performed typical MC duties.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>Online training (The Next Generation: Supporting Transgender Employees in the Workplace) offered to all manager level employees on August 24, 2018.</p>
	<p>Provided Managing Diversity training flyer to all manager level employees on August 24, 2018.</p>
	<p>Scripps online Equal Employment Opportunity Training: Assistant Chief Engineer, Chief Photographer, Creative Service Manager, News Director, Chief Engineer completed Scripps Equal Employment Opportunity policy on 8/21/2018, Local Sales Manager completed it on 9/13/18 and Content Manager/Executive Producer completed it on 12/3/18 Training covers: As a manager, it is essential to use recruitment strategies that attract the right candidates. But just as important is the avoidance of discrimination, both intentional and unintentional. In this course, you will learn about the Equal Employment Opportunity laws that guide your employer's recruiting efforts and how to help ensure your hiring practices are fair and lawful.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Scripps A Managers Guide to Diversity, Inclusion and Accommodation Training: Content Manager completed A Mangers Guide to Diversity, Inclusion and Accommodation on 6/4/2018 and 7/29/2018, Content Manager/Executive Producer completed it on 12/3/18 Course covers: Leading and managing employees in an increasingly diverse workplace can be both rewarding and challenging. What are the expectations of employees? What legislation applies to managing people and their requests? What are the consequences of failing to comply? Managers must operate with sensitivity in handling accommodations for disabilities, religious practices, and medical leave. This requires a basic understanding of anti-discrimination and disability legislation, as well as the employer's policies. This course provides an overview of the Americans with Disabilities Act (as amended), the Family and Medical Leave Act, and other legislation that affects employers' responsibilities in these areas</p>
<p>Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.</p>	<p>We hosted a station tour on 6/1/2018 with the Mom Heart Home School. We had involvement from the office manager</p> <p>We hosted a station tour on 6/13/2018 with the Primetime Child & Family. We had involvement from the office manager and Chief Meteorologist.</p> <p>We hosted a station tour on 6/19/2018 with the Dreamland Learning Center. We had involvement from the Office Manager and Creative Service Tech</p> <p>We hosted a station tour on 7/31/2018 with the Montessori Academy. We had involvement from the Office Manager and Creative Service Tech</p> <p>We hosted a station tour on 8/8/2018 with the LDS Youth Group. We had involvement from the Creative Service Tech</p> <p>We hosted a station tour on 9/17/2018 with the CWI Communication 101 Group. We had involvement from the Creative Service Tech & News Director</p> <p>We hosted a station tour on 9/18/2018 with the CWI Communication 101 Group. We had involvement from the Creative Service Director & News Director</p> <p>We hosted a station tour on 10/16/2018 with CWI Intro to Video Production Class. We had involvement from the Creative Service Director.</p> <p>We hosted a station tour on 10/16/2018 with CWI Intro to Video Production Class. We had involvement from the Creative Service Director.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	We hosted a station tour on 12/21/2018 with a local Girl Scouts troupe. We had involvement from the Creative Service Tech and Administrative Assistant III.
	We hosted a station tour on 01/10/2019 with the Village Charter School. We had involvement from the Creative Service Tech and Administrative Assistant III.
	We hosted a station tour on 01/25/2019 with the Homedale Middle School. We had involvement from the Chief Meteorologist.
	We hosted a station tour on 04/10/2019 with the the Rogers Family, a homeschool family of 4. We had involvement from the Creative Services Tech and a Multimedia Journalist.
	We hosted a station tour on 04/24/2019 with the My Places Community Events. We had involvement from the Creative Service Tech and Administrative Assistant III.