

EEO PUBLIC FILE REPORT

Reporting Period: June 1, 2025 - May 31, 2026

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				5
C2	Internal Candidate / WorkLife				5
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			16
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	6
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		36
C130	Face-to-face Networking				1
C131	Agency/Search Firm				1
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		3
C181	TVJobs	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	
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	

EEO PUBLIC FILE REPORT

C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	

EEO PUBLIC FILE REPORT

C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C230	Womans Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C232	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C233	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C1424	Agency for New Americans - - 1614 W Jefferson Street (jcampbell@mntstatesgroup.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
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	925-786-906 6	
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	925-786-906 6	
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	925-786-906 6	
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	925-786-906 6	
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	925-786-906 6	

EEO PUBLIC FILE REPORT

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 - - 317 W. Main Street (boisemail@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 (boisemail@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	
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	

EEO PUBLIC FILE REPORT

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	
C1906	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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 (magicvalleymail@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 (magicvalleymail@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 (magicvalleymail@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 (magicvalleymail@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	

EEO PUBLIC FILE REPORT

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	
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	

EEO PUBLIC FILE REPORT

C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com https://www.military.com/	212-548-8395	
C3135	US_Diversity_Network	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	800-365-8630 Ext 9002	
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	
L12	Idaho State Broadcasters Association*	1674 Hill Road Suite 3 Boise, ID 83702	Connie Searles isba@idahobroadcasters.org	208-345-3072	
L14	Ohio & Illinois Center for Broadcasting	530 South State Street Chicago, IL 60605	Don Clark dclark@beonair.com	312-884-8000	
L21	Idaho Department of Labor	317 W Main Street Boise, ID 83735	boisemail@labor.idaho.gov www.labor.idaho.gov	208-332-3570	
L24	Handshake	660 4th St #113 San Francisco, CA 94104	https://app.joinhandshake.com		1
Total Number of Interviewees Referred:					74

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, Local [JR034797]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, 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, 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, C2424, C3135, L12, L24	Code Number: C1 Start Date: 2025-07-01
Account Exec, Local [JR035813]	C1, C2, C3, C5, C69, C97, C134, C181, 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, C1906, C1912, C2024, C2025, C2026, C2027, C2028, C2029, C2030, C2031, C2032, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L12, L24	Code Number: C97 Start Date: 2026-03-30
Account Exec, Local [JR035829]	C1, C2, C3, C5, C69, C97, C134, C181, 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, 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, C3135, L12, L24	Code Number: C3 Start Date: 2026-03-30
Account Exec, Local [JR036216]	C1, C2, C3, C5, C69, C97, C134, L12, L24	Code Number: C5 Start Date: 2026-04-13
Admin Assistant III [JR035490]	C1, C2, C3, C5, C69, C97, C134, C181, 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, 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, C3135, L12, L21, L24	Code Number: C134 Start Date: 2025-11-10

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]
Asst News Director [JR036200]	C1, C2, C3, C5, C69, C97, C134, C181, 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, 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, C3135, L12, L24	Code Number: C97 Start Date: 2026-05-18
Broadcast Technician [JR034821]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, 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, 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, C2424, C3135, L12, L24	Code Number: C97 Start Date: 2025-08-25
Multimedia Journalist [JR034648]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, 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, 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, C2424, C3135, L12, L24	Code Number: C97 Start Date: 2025-06-30
Multimedia Journalist [JR034787]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C2424, L12, L24	Code Number: C97 Start Date: 2025-06-30
Multimedia Journalist [JR034872]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C2424, L12, L24	Code Number: C3 Start Date: 2025-06-30

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 [JR035411]	C1, C2, C3, C5, C69, C97, C134, C181, 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, 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, C3135, L12, L21, L24	Code Number: C97 Start Date: 2025-11-03

EEO PUBLIC FILE REPORT

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.	2/19/26 - KIVI's Local Sales Manager and Assistant News Director attended the Boise State Spring Career Fair. The event allows students to meet with employers face-to-face, gather information, network, and seek career and internship opportunities. All students are encouraged to attend, regardless of major or academic year.
	4/7/26 - Boise State University's department of Media and the student-led PR firm (Blue House Agency) organized a Media Career and Networking fair for students majoring in strategic communications, public relations, video production, journalism, marketing, and other relevant areas of study. KIVI's News Director, Executive Reporter, and a Neighborhood News Reporter attended. The KIVI representatives had the opportunity to network, showcase Scripps/KIVI, and discover potential interns/future team members. The career fair was followed by a panel discussion where our News Director spoke to the broadcast side of media with three other panelists from various forms of media.
Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.	09/24/25 - The Boise Ad Federation put on their annual BAF Legends of Advertising Golf tournament and invited KIVI to put together a team which consisted of the Station General Manager/Director of Sales, the Local Sales Manager, and two Account Executives). The tournament helps raise money for Idaho collegiate advertising clubs, and many students were present at the event.
	11/19/25 - KIVI's News Leadership team (News Director and Executive Reporter) participated in the Leadership Boise Media Day. The annual event teaches attendees (approximately 60 adult students) about media, branding and strategic communications. KIVI's Executive Reporter was featured in a 4-person panel discussion covering the Future of Media, while the station's News Director moderated the session. Following the panel was a Q&A session.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>An Educational Assistance Program is available to all employees for the opportunity to pursue higher education. The program reimburses employees for the cost of tuition and books up to \$5,250 per calendar year. During this period the station had at least one on-air employee utilize this resource to accelerate their growth in Broadcast Media and their career goals.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>7/31/25 - The news team invited in 3 intern students from the University of Idaho. The students toured the station and learned about how the station does news, including information on the various newsroom roles. The students spent time talking to various station personnel including the Executive Producer where they learned more about multi-media functions and news production.</p>
	<p>2/23/26 - A KIVI Neighborhood News reporter spoke to approximately 30 students at Grand Canyon University. This was a presentation to the Future Broadcasters Club covering how the journalist got to where they are today, what they've learned along the way, and advice they wish they had known earlier on - like digital. The conversation discussed possible areas of opportunity such as involvement in industry specific clubs, internships, and taking on a first news job. Students had the chance to ask questions and solicit advice about what news stations are looking for, how to write a good script, and tips on how to find stories.</p>
	<p>2/17/26 - Multimedia Journalist was asked to speak at a BSU Sports Marketing Class regarding Journalism and Media Careers. The presentation was focused on the reporter's role and their path to achieving it - including education and prior experiences.</p>
	<p>2/25 to 2/26/26 - Washington State University welcomed multiple News Directors from KTVH, KIVI and KTVQ broadcast stations to conduct classroom presentations and 1:1 meetings with junior and senior level students from the Edward R. Murrow College of Communications Department. The three media classes participating had the opportunity to hear more from station news leadership and approximately 27 interviews took place during this trip.</p>

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>2/24/26 - KIVI's News Director and Executive Reporter traveled to University of Idaho's Moscow campus to speak with the TV Genres class about early career advice specific to the field of journalism. The duo presented a slide deck, took questions, and offered guidance to students in the School of Journalism and Mass Media department.</p>
	<p>3/11/26 - Emmett High School's Student Council hosted a career day for approximately 50 students from 3 classes. They heard from professionals in different industries. One of KIVI's Multimedia students attended as a speaker where they had 20 minutes to share information on how they grew their resume, what they had experienced and witnessed in the news field, and how students can apply what they've learned in their lives, even if students are not interested in broadcasting. The Q&A session that followed focused on questions about the reporters job and what post-grad life looks like.</p>
	<p>3/17/26 - A freshman at Eagle High School met with their local Neighborhood News Reporter at a coffee shop to discuss the student's interest in becoming a journalist. They discussed the multimedia journalist's career path and talked about areas of opportunity, things the student can work on, and some ideas to pursue when navigating the path in journalism.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>Series of Manager specific courses completed by those in leadership roles at KIVI. Trainings include Harassment Prevention for Managers, Promoting Respect in the Workplace for Managers, and Unleash Your Team's Potential through Coaching.</p>

EEO Public File Report – Statement of Reporting Changes

Reporting Period: June 1, 2025 – May 31, 2026

On May 15th, 2026, Scripps acquired the following stations: KMVT-TV, KSVT-LD. From the date of acquisition through the time of this filing, no hiring or recruitment activities were undertaken by Scripps at this newly acquired employment unit, although two employees hired by the previous owner had start dates after May 15.

KSAW has previously been included in the KIVI (Boise) employment unit. The EEO report for the Boise employment unit includes KSAW's recruitment and hiring activities for the period June 1, 2025, through the date of closing – May 15th, 2026. Following the closing, KSAW has been incorporated into the new Twin Falls employment unit, and all subsequent EEO reporting for KSAW will be included within the Twin Falls unit's Public File records.