

EEO PUBLIC FILE REPORT

Reporting Period: June 1, 2016 - May 31, 2017

Stations Included in Report: K27DX-D, KIVI-TV, KJOT-FM, KQXR-FM, KRVB-FM, KTHI-FM

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				20
C2	Internal Candidate / WorkLife				25
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			77
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	5
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C7	TweetMyJOBS.com	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	
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	

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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	1
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	
C31	Netshare.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
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	
C39	TV Jobs/Broadcast Employment	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C40	National Association of Black Journalists	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C41	National Press Photographers Association (NPPA.org)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C43	Rensselaer Polytechnic Institute Career Development Center	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C44	JournalismJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C49	Indeed.com Sponsored Jobs 200 Click	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1

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C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C76	CareerCast Marketing & Advertising Network	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C77	Salesgravy	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C91	Careerbuilder US	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
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		32
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	1
C103	EmploymentGuide.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C117	Craigslist(Boise, ID)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C118	Boise Help Wanted	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C119	IDCareers.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C120	BoiseCareers.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C121	IdahoJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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C126	Craigslist (Idaho)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				14
C131	Agency/Search Firm				7
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		41
C140	Jobs4Sales.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C141	SalesJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C142	Idaho.MeridianCareers.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C143	AccountManager.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C144	SalesClassifieds.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C145	DirectSalesJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

Local Sources

L1	Boisehelpwanted.com*	One Civic Center Plaza 506 Poughkeepsie, NY 12601	Maureen Daley www.boisehelpwanted.com	800-365-8630 Ext 9002	1
L2	College of Western Idaho *	5500 East Opportunity Drive Nampa, ID 83687 Nampa, ID 83687	Lori Yellen https://cwidaho-csm.symplicity.com/	208-562-3000	
L3	TV Jobs (TV jobs only)*	PO Box 4116 Oceanside, CA 93950	Mark Holloway www.tvjobs.com	760-754-8177	

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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	Shirley Miller skmiller@bates.ctc.edu	253-680-7752	
L6	Boise State University Cultural Center & Women's Center*	1910 University Drive Boise, ID 83725	Evangeline Beaver evangelinebeaver@boisestate.edu	208-426-5950	
L7	Boise State University OELA (Organizacion de estudiantes Latino Americanas)*	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 *	1721 Richardson Place Tampa, FL 33606	Michael Bille bille@michaelsmedia.com	813-254-9695	
L10	Emerson College *	113 Gray Street Arlington, MA 02476	Mary Sullivan careers@emerson.edu	781-646-1077	
L11	Idaho Commerce & Labor *	219 W. Main Street Boise, ID 83735	Carolyn Ziegler cziegler@cl.idaho.gov	208-332-3570 Ext 3285	
L12	Idaho State Broadcasters Association*	1674 Hill Road Suite 3 Boise, ID 83702	Connie Searles isba@qwestoffice.net	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	
L17	Boiseidahojobs.com		www.boiseidahojobs.com		
L18	Craig's List - Boise (not using SmartPost)		https://boise.craigslist.org/		
L19	Treasure Valley Career Fair		Heidi Butler Heidi.Butler@scripps.com	208-381-6603	1
L20	All Access		allaccess.com		20
L21	Idaho Department of Labor	317 W Main Street Boise, ID 83735	www@labor.idaho.gov www.labor.idaho.gov	208-332-3570	

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L22	KIVI-TV Facebook	1866 E Chisholm Dr Nampa, ID 83687	J Bates j.bates@kivitv.com www.facebook.com/pg/6OnYourSide/jo bs	208-381-6675	
L23	Indeed.com		indeed.com www.indeed.com		
Total Number of Interviewees Referred:					247

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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]
Account Exec -RAD	C1, C2, C3, C5, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C37, C43, C49, C76, C77, C91, C95, C97, C103, C116, C117, C118, C119, C120, C121, C130, C140, C141, C142, C143, C144, C145, L23	C1
Account Exec -RAD	C1, C2, C3, C5, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C37, C43, C49, C76, C77, C91, C95, C97, C103, C116, C117, C118, C119, C120, C121, C130, C140, C141, C142, C143, C144, C145, L23	C1
Account Exec, Integrated	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C116, C130, C131, C132, C134	C2
Account Exec, Radio	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C116, C117, C130, C131, C132, C134, L18, L19	C3
Assoc Account Exec, TV	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C69, C116, C130, C131, C132, C134	C3
Assoc Account Exec, TV	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C130, C131, C132, C134	C97
Dir, Programming - Radio	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C15, C43, C69, C91, C97, C130, C131, C132, C134, L1, L20	L20
Exec Producer	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C16, C31, C40, C41, C49, C97, C118, C120, C126	C2
Maintenance Engineer II	C1, C2, C3, C5, C6, C9, C10, C11, C12, C15, C69, C97, C130, C131, C132, C134	C2
Master Control Tech II	C1, C2, C3, C5, C6, C9, C10, C11, C12, C15, C69, C97, C130, C131, C132, C134	C2
Master Control Tech II	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	C3
Mgr, Local Sales - Radio	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C116, C130, C131, C132, C134	C130
Mgr, Office Services	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	C3
Multimedia Journalist	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C19, C39, C49, C97, C100, C131	C1
Multimedia Journalist	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C15, C43, C69, C91, C95, C97, C130, C131, C132, C134	C3
Multimedia Journalist	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134	C3
News Producer	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C130, C131, C132, C134	C2
Producer	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C130, C131, C132, C134	C2
Radio Chief Engineer	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134	C1

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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]
Radio On-Air Talent	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C44, C69, C97, C130, C131, C132, C134, L20	C1
Radio On-Air Talent	C1, C2, C3, C5, C6, C9, C10, C11, C12, C15, C69, C91, C95, C97, C130, C131, C132, C134, L20	C130
Radio Promotions Asst II	C1, C2, C3, C5, C6, C9, C10, C11, C12, C15, C43, C69, C97, C116, C130, C131, C132, C134	C2
Receptionist	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C130, C131, C132, C134, L1, L3, L17	C130
Receptionist	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	C3
Studio Tech IV	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C95, C97, C130, C131, C132, C134	C2
Studio Tech IV	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C95, C97, C130, C131, C132, C134	C2
Studio Tech IV	C1, C2, C3, C5, C69, C130, C131, C132, C134	C2

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</p>	<p>The Radio Local Sales Manager and Assistant Chief Engineer participated in the College of Western Idaho Job Fair on October 21, 2016. Management personnel talked with potential candidates about job opportunities at the stations.</p>
	<p>The Local/National Sales Manager, Assistant Chief Engineer, and Director of Sales as well as the Radio Local Sales Manager participated in the Fall, 2016 Boise State University Job Fair on October 26, 2016. Management personnel talked with potential candidates about job opportunities at the stations.</p>
	<p>The Radio Local Sales Manager, TV Local Sales Manager, Director of Sales, Radio GM, TV GM, HR, and Office Manager participated in the Treasure Valley Career Fair 11/1/16. Management personnel talked with potential candidates about job opportunities at the stations.</p>
	<p>The Human Resource Business Partner and Office Manager participated in the Spring Northwest Nazarene University Job Fair on February 23rd, 2017. Management personnel talked with potential candidates about job opportunities at the stations.</p>
	<p>The Office Manager participated in the Spring 2017 College of Western Idaho Job Fair on March 24th, 2017. Management personnel talked with potential candidates about job opportunities at the stations.</p>
<p>Hosting at least one job fair.</p>	<p>Scripps Media hosted the Treasure Valley Career Fair on 11/1/16. The job fair was held at the Riverside Hotel at 2900 W. Chinden Blvd. in Boise, ID. This was a partnership with both Scripps Radio and TV.</p>
<p>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.</p>	<p>The Director of Sales, General Manager, Local Sales Manager, Account Executives, News Director, Director of Creative Services and HR Business Partner, all attended a workshop with other local TV stations on January 25, 2017. The workshop reviewed the benefits of Media marketing including Broadcast TV, Digital, Social Media, Local Cable and Print and Radio media. It also focused on why it's good to work in Media Sales.</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>Boise Radio & TV are partnering with the College of Western Idaho on a Media Arts program. Scripps Media - Boise Market is providing Internship opportunities to students entering this program. In addition, Scripps Media - Boise Market is partnering to ensure that the content of the courses are aligned with business needs in today's digital media world.</p>

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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.	Scripps Media, Inc. introduced a leadership program to help build leadership and presentation skills at all stations. It is called the "Leadership Champions" program. Boise TV and Radio both have 2 employees enrolled and engaged in this program. They deliver leadership trainings to all employees quarterly.
	Boise TV implemented an "Employee Champions" program. This is a volunteer program that currently has 8 members involved. This group takes turns facilitating monthly meetings, presenting to all employees at Quarterly meetings and brainstorming ideas on how to improve our station culture and processes.
	Scripps Media, Inc. provides a tuition reimbursement program to all employees (including part time). This program is designed to encourage self-development through graduate or undergraduate course work. 4 employees participated during the reporting year.
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 3 individuals job shadow and in two of the situations, those individuals have eventually been promoted into new roles.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	The News Director and the Digital Director presented to students and met with Professors at the College of Western Idaho on 10/13/16
	The News Director and the Digital Director presented to students and met with Professors at the University of Utah on 9/7/16
	The News Director and the Digital Director presented to students and met with Professors at Brigham Young University on 9/7/16
	The News Director and the Digital Director presented to students and met with Professors at Weber State University on 3/7/2017
	The News Director and the Digital Director presented to students and met with Professors at University of Utah on 9/7/2016
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	The Scripps Media - Boise Market provided EEO and lawful hiring practices, Workplace Harassment, Managers guide to Diversity and Whistleblower training courses. These are required.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

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 12/7/16 with the Boy Scouts of America. We had involvement from the Assistant Chief Engineer and Office Manager.

We hosted a station tour on 1/17/17 with Victory Charter High School students. We had involvement from the News Director, Chief Meteorologist and Office Manager.

We hosted a station tour on 1/25/17 with Columbia Bible Church students. We had involvement from the News Director, Chief Meteorologist and Office Manager.

We hosted a station tour 2/24/2017 with Homedale Middleton School students. We had involvement from the Assistant Chief Engineer and Chief Meteorologist.

We hosted a station tour on 3/15/2017 with the Boy Scouts of America Troop #111. We had involvement from the production specialist.

We hosted a station tour on 3/16/2017 with the Cub Scouts Pack #92. We had involvement from the production specialist.

We hosted a station tour on 4/13/2017 with the Girl Scouts Troop #310. We had involvement from the News Director and Office Manager.

We hosted a station tour on 4/25/2017 with the Revelations Co-op Homeschool. We had involvement from the News Director MMJ and Office Manager.

We hosted a station tour on 4/27/2017 with the Hawthorne Elementary School. We had involvement from the News Director, Weather Anchor and Office Manager.

We hosted a station tour on 5/1/2017 with College of Western Idaho's Journalism class. We had involvement from the Assignment Manager.

We hosted a station tour on 5/3/2017 with the Boy Scouts of America Troop #172. We had involvement from the MMJ.

We hosted a Radio station tour on 4/19/2017 with 50 small business people in the community as part of their Leadership Boise program sponsored by The Boise Chamber of Commerce. We had involvement from the General Manager, Sales Manager, Operations Manager, Promotions Supervisor, Production Manager and Morning Co-Host.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	We hosted a Radio station tour on 4/4/2017 with the Girl Scouts of Silver Sage. We had involvement from the Program Director and On Air Talent.
	We hosted a Radio station tour on 4/12/2017 with the Anser Charter School. We had involvement from the Program Director and On Air Talent.