

EEO PUBLIC FILE REPORT

FOR

KIFI-TV and KXPI-LD
IDAHO FALLS and POCA TELLO, IDAHO
&
K34NC-D
FISH CREEK, ETC., IDAHO

This EEO Public File Report
Covers the One-Year Period
Ending on MAY 31, 2021

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station KIFI-TV and K34NC-D's online public inspection files pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules. During the one-year period ending on MAY 31, 2021 the station employment unit filled the following full-time vacancies:

1. Producer
2. Account Executive
3. Multi-media Journalist/Anchor
4. Multi-media Journalist
5. Account Executive
6. Account Executive
7. News Director
8. Account Executive
9. Account Executive
10. Multi-media Journalist/Weather Anchor
11. Technical Director
12. Multi-media Journalist/Producer
13. Producer
14. Account Executive
15. Chief Engineer
16. Video Editor
17. Producer
18. Multi-media Journalist/Anchor
19. Weekend Weather Anchor/Multi-media Journalist
20. Anchor/Multi-media Journalist

The station interviewed a total of 55 people for all full-time vacancies during the period covered in this report. The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
KIFI Internal Promotion	2
KIFI Employee Referral	5
KIFI Website (ADPvantage)	7
NPG Website (ADPvantage)	5
TVJobs.com	3
TV News Check	4
Indeed.com	24
Handshake.com	0
Linked In	2
Ziprecruiter	1
Media Match	0
Journalismjobs.com	1
Society of Broadcast Engineers Job Board	1
Idaho Commerce & Labor	0

Attachment A contains the following information for each full-time vacancy:

- < The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- < The recruitment source that referred the hiree for each full-time vacancy;
- < The total number of persons interviewed for each full-time vacancy; and

< The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

Full-Time Vacancy EEO Information

Job Title of Vacancy:

Producer

Recruitment Source that

referred the Hiree:

KIFI Website

Date Vacancy Opened:

2/25/2020

Total Number of Persons

Date Vacancy Filled:

6/15/2020

Interviewed for the Vacancy:

3

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Web/Email Address	Contact Person	Phone Number	Total # of Interviews Referred by the Source of the Vacancy	Did the Source Request Notification?
Indeed.com	www.indeed.com			0	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	2	No
KIFI Internal Promotion	nicole.opperman@localnews8.com	Nicole Opperman	208-525-8888	0	No
KIFI Employee Referral	nicole.opperman@localnews8.com	Nicole Opperman	208-525-8888	0	No
Handshake	joinhandshake.com			0	No
NPg (ADP Vantage)	www.rpcco.com	Mary Ann Felts	816-271-8571	0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No
Media Match	www.media-match.com			0	No
Ziprecruiter	www.ziprecruiter.com			1	No

Full-Time Vacancy EEO Information

Job Title of Vacancy:

Account Executive

Recruitment Source that

referred the Hiree:

Indeed.com

Date Vacancy Opened:

7/13/2020

Total Number of Persons

Date Vacancy Filled:

7/23/2020

Interviewed for the Vacancy:

3

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
Idaho Commerce & Labor Indeed.com	idahofallsmall@labor.idaho.gov www.indeed.com	Jimmy	557-2500 x3557	0	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	2	No
KIFI Internal Promotion	nicole.opperman@localnews8.com	Nicole Opperman	208-525-8888	0	No
KIFI Employee Referral	nicole.opperman@localnews8.com	Nicole Opperman	208-525-8888	0	No
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	1	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No

3

Full-Time Vacancy EEO Information

Job Title of Vacancy: Multi-Media Journalist/Anchor

Recruitment Source that

referred the Hiree:

Referral

Date Vacancy Opened: 4/27/2020

Total Number of Persons

1

Date Vacancy Filled: 8/3/2020

Interviewed for the Vacancy:

1

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
Indeed.com	www.indeed.com			0	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
KIFI Internal Promotion	nicole.opperman@localnews8.com	Nicole Opperman	208-525-8888	0	No
KIFI Employee Referral	nicole.opperman@localnews8.com	Nicole Opperman	208-525-8888	1	No
NPg (ADP Vantage)	www.rpcco.com	Mary Ann Fels	816-271-8571	0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No
				1	

Full-Time Vacancy EEO Information

Job Title of Vacancy: Multi-Media Journalist

Date Vacancy Opened: 2/12/2020

Date Vacancy Filled: 8/17/2020

Recruitment Source that referred the Hiree:

Total Number of Persons

Interviewed for the Vacancy:

NPG Website

6

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviews Referred by the Source of the Vacancy	Did the Source Request Notification?
Indeed.com	www.indeed.com			1	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	2	No
KIFI Internal Promotion	nicole.opperman@localnews8.com	Nicole Opperman	208-525-8888	0	No
KIFI Employee Referral	nicole.opperman@localnews8.com	Nicole Opperman	208-525-8888	1	No
NPG (ADP Vantage)	www.npgco.com	Mary Ann Fels	816-271-8571	1	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No
Handshake	joinhandshake.com			0	No
Media Match	www.media-match.com			0	No
Journalism Jobs	https://www.journalismjobs.com/			1	No

6

Full-Time Vacancy EEO Information

Job Title of Vacancy:

Account Executive

Recruitment Source that

Indeed.com

Date Vacancy Opened:

2/10/2020

referred the Hiree:
Total Number of Persons

Date Vacancy Filled:

8/17/2020

Interviewed for the Vacancy:

3

Recruitment Sources Used to Fill the Vacancy

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

3

Full-Time Vacancy EEO Information

Job Title of Vacancy: Account Executive

Date Vacancy Opened: 6/5/2020

Date Vacancy Filled: 8/20/2020

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

Indeed.com
1

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
Indeed.com	www.indeed.com			1	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
KIFI Internal Promotion	nicole.opperman@localnews8.com	Nicole Opperman	208-525-8888	0	No
KIFI Employee Referral	nicole.opperman@localnews8.com	Nicole Opperman	208-525-8888	0	No
NPG (ADP Vantage)	www.rpcco.com	Mary Ann Fels	816-271-8571	0	No
Media Match	www.media-match.com			0	No
				1	

Full-Time Vacancy EEO Information

Job Title of Vacancy: News Director
 Date Vacancy Opened: 7/8/2020
 Date Vacancy Filled: 9/21/2020

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

TVNewsCheck
 4

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
TVNewsCheck	https://tvnewscheck.com/			4	No

4

Full-Time Vacancy EEO Information

Job Title of Vacancy:

Account Executive

Recruitment Source that

referred the Hiree:

Indeed.com

Date Vacancy Opened:

9/1/2020

Total Number of Persons

Date Vacancy Filled:

12/9/2020

Interviewed for the Vacancy:

3

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
Indeed.com	www.indeed.com			3	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
KIFI Internal Promotion	nicole.opperman@localnews8.com	Nicole Opperman	208-525-8888	0	No
KIFI Employee Referral	nicole.opperman@localnews8.com	Nicole Opperman	208-525-8888	0	No
NPg (ADP Vantage)	www.npgco.com	Mary Ann Fels	816-271-8571	0	No
Media Match	www.media-match.com			0	No
				3	

Full-Time Vacancy EEO Information

Job Title of Vacancy:

Account Executive

Recruitment Source that

Indeed.com

Date Vacancy Opened:

9/1/2020

referred the Hiree:
Total Number of Persons

Date Vacancy Filled:

1/4/2021

Interviewed for the Vacancy:

3

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviews Referred by the Source of the Vacancy	Did the Source Request Notification?
Indeed.com	www.indeed.com			3	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
KIFI Internal Promotion	nicole.opperman@localnews8.com	Nicole Opperman	208-525-8888	0	No
KIFI Employee Referral	nicole.opperman@localnews8.com	Nicole Opperman	208-525-8888	0	No
NPG (ADP Vantage)	www.npgco.com	Mary Ann Fels	816-271-8571	0	No
Media Match	www.media-match.com			0	No
				3	

Full-Time Vacancy EEO Information

Job Title of Vacancy: Weekend Weather Anchor/MMJ
 Date Vacancy Opened: 7/4/2020
 Date Vacancy Filled: 1/13/2021

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

Indeed.com
 4

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
Indeed.com	www.indeed.com			1	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
KIFI Internal Promotion	nicole.opperman@localnews8.com	Nicole Opperman	208-525-8888	0	No
KIFI Employee Referral	nicole.opperman@localnews8.com	Nicole Opperman	208-525-8888	1	No
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	1	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No
Linked In	linkedin.com			1	No
				4	

Full-Time Vacancy EEO Information

Job Title of Vacancy:

Technical Director

Recruitment Source that

Indeed.com

Date Vacancy Opened:

12/22/2020

referred the Hiree:

Date Vacancy Filled:

2/1/2021

Total Number of Persons
Interviewed for the Vacancy:

1

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviews Referred by the Source of the Vacancy	Did the Source Request Notification?
Indeed.com	www.indeed.com			1	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
KIFI Internal Promotion	nicole.opperman@localnews8.com	Nicole Opperman	208-525-8888	0	No
KIFI Employee Referral	nicole.opperman@localnews8.com	Nicole Opperman	208-525-8888	0	No
NPG (ADP Vantage)	www.rpcco.com	Mary Ann Fels	816-271-8571	0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No
				1	

Full-Time Vacancy EFO Information

Job Title of Vacancy: Multi-Media Journalist/Producer

Recruitment Source that

KIFI Website

Date Vacancy Opened: 1/10/2021

referred the Hiree:
Total Number of Persons

Date Vacancy Filled: 2/23/2021

Interviewed for the Vacancy:

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
Indeed.com	www.indeed.com			0	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	1	No
KIFI Internal Promotion	marion.strother@localnews8.com	Marion Strother	208-525-8888	0	No
KIFI Employee Referral	marion.strother@localnews8.com	Marion Strother	208-525-8888	0	No
NPG (ADP Vantage)	www.npgco.com	Mary Ann Fels	816-271-8571	0	No
Handshake	joinhandshake.com			0	No
Media Match	www.media-match.com			0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No

1

Full-Time Vacancy EEO Information

Job Title of Vacancy: Producer
 Date Vacancy Opened: 1/6/2021
 Date Vacancy Filled: 2/23/2021

Recruitment Source that
 referred the Hire: Indeed.com
 Total Number of Persons
 Interviewed for the Vacancy: 1

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
Indeed.com	www.indeed.com			1	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
KIFI Internal Promotion	marion.strother@localnews8.com	Marion Strother	208-525-8888	0	No
KIFI Employee Referral	marion.strother@localnews8.com	Marion Strother	208-525-8888	0	No
NPg (ADP Vantage)	www.npgco.com	Mary Ann Fels	816-271-8571	0	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No
Media Match	www.media-match.com			0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy: Account Executive
 Date Vacancy Opened: 2/10/2020
 Date Vacancy Filled: 3/8/2021

Recruitment Source that referred the Hire: Referral
 Total Number of Persons: 1
 Interviewed for the Vacancy: 1

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
Indeed.com	www.indeed.com			0	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
KIFI Internal Promotion	nicole.opperman@localnews8.com	Nicole Opperman	208-525-8888	0	No
KIFI Employee Referral	nicole.opperman@localnews8.com	Nicole Opperman	208-525-8888	1	No
NPQ (ADP Vantage)	www.npqco.com	Mary Ann Felts	816-271-8571	0	No
Media Match	www.media-match.com			0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No
				1	

Full-Time Vacancy EEO Information

Job Title of Vacancy:

Chief Engineer

Recruitment Source that

Indeed.com

Date Vacancy Opened:

12/31/2020

referred the Hiree:

Total Number of Persons

8

Date Vacancy Filled:

4/5/2021

Interviewed for the Vacancy:

8

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
Indeed.com	www.indeed.com			5	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
KIFI Internal Promotion	marion.strother@localnews8.com	Marion Strother	208-525-8888	0	No
KIFI Employee Referral	marion.strother@localnews8.com	Marion Strother	208-525-8888	1	No
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	1	No
Society of Broadcast Engineers	www.sbe.org/sections/jobs_online.php	Posted Online		1	No
Tyjobs.com	admin@tyjobs.com	Mark Holloway		0	No

8

Full-Time Vacancy EEO Information

Job Title of Vacancy: Video Editor
 Date Vacancy Opened: 2/25/2021
 Date Vacancy Filled: 4/5/2021

Recruitment Source that referred the Hiree: Indeed.com
 Total Number of Persons Interviewed for the Vacancy: 2

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviews Referred by the Source of the Vacancy	Did the Source Request Notification?
Indeed.com	www.indeed.com			2	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
KIFI Internal Promotion	marion.strother@localnews8.com	Marion Strother	208-525-8888	0	No
KIFI Employee Referral	marion.strother@localnews8.com	Marion Strother	208-525-8888	0	No
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	0	No
Media March	www.media-match.com			0	No
Tvjobs.com	admin@tvjobs.com	Mark Holloway		0	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No

2

Full-Time Vacancy EEO Information

Job Title of Vacancy: **Producer**
 Date Vacancy Opened: **3/4/2021**
 Date Vacancy Filled: **4/26/2021**

Recruitment Source that
 referred the Hiree: **Internal**
 Total Number of Persons
 Interviewed for the Vacancy: **3**

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
Indeed.com	www.indeed.com			1	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
KIFI Internal Promotion	marion.strother@localnews8.com	Marion Strother	208-525-8888	1	No
KIFI Employee Referral	marion.strother@localnews8.com	Marion Strother	208-525-8888	0	No
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	0	No
Media Match	www.media-match.com			0	No
Tyjobs.com	admin@tyjobs.com	Mark Holloway		1	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No

3

Full-Time Vacancy EEO Information

Job Title of Vacancy: Multi-Media Journalist/Anchor
 Date Vacancy Opened: 7/4/2020
 Date Vacancy Filled: 5/10/2021

Recruitment Source that referred the Hiree: Indeed.com
 Total Number of Persons
 Interviewed for the Vacancy: 2

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
Indeed.com	www.indeed.com			1	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
KIFI Internal Promotion	nicole.opperman@localnews8.com	Nicole Opperman	208-525-8888	0	No
KIFI Employee Referral	nicole.opperman@localnews8.com	Nicole Opperman	208-525-8888	0	No
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	0	No
Media Match	www.media-match.com			0	No
Tyjobs.com	admin@tyjobs.com	Mark Holloway		1	No
JoinHandshake.com	www.joinhandshake.com	Posted Online		0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy:	Weekend Weather Anchor/MMJ	Recruitment Source that referred the Hiree:	Linked In
Date Vacancy Opened:	11/30/2020	Total Number of Persons Interviewed for the Vacancy:	2
Date Vacancy Filled:	5/24/2021		

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
Indeed.com	www.indeed.com			0	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	1	No
KIFI Internal Promotion	nicole.opperman@localnews8.com	Nicole Opperman	208-525-8888	0	No
KIFI Employee Referral	nicole.opperman@localnews8.com	Nicole Opperman	208-525-8888	0	No
NPG (ADP Vantage)	www.npgco.com	Mary Ann Felts	816-271-8571	0	No
Media Match	www.media-match.com			0	No
Tyjobs	admin@tyjobs.com	Mark Holloway		0	No
Linked In	linkedin.com	Posted Online		1	No
JointHandshake.com	www.jointhandshake.com	Posted Online		0	No

Full-Time Vacancy EEO Information

Job Title of Vacancy:	Anchor/Multi-media Journalist	Recruitment Source that referred the Hiree:	Internal
Date Vacancy Opened:	3/4/2021	Total Number of Persons	3
Date Vacancy Filled:	5/31/2021	Interviewed for the Vacancy:	3

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Phone Number	Total # of Interviewees Referred by the Source of the Vacancy	Did the Source Request Notification?
Indeed.com	www.indeed.com			0	No
KIFI Website (ADP Vantage)	cjackson@localnews8.com	Curtis Jackson	208-525-8888	0	No
KIFI Internal Promotion	marion.strother@localnews8.com	Marion Strother	208-525-8888	1	No
KIFI Employee Referral	marion.strother@localnews8.com	Marion Strother	208-525-8888	0	No
NPG (ADP Vantage)	www.rpgco.com	Mary Ann Felts	816-271-8571	1	No
Media Match	www.media-match.com			0	No
Tyjobs	admin@tyjobs.com	Mark Holloway		1	No
Linked In	linkedin.com	Posted Online		0	No
JointHandshake.com	www.joinhandshake.com	Posted Online		0	No

MENU OPTION ACTIVITIES

Stations KIFI, KXPI-LD and K34NC-D have engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
10	Arizona State University Virtual College Campus Recruiting	<p>March 1st – 2nd</p> <p>Michael Fabac, Director of News & Marketing; Laura Clark, Chief People Officer; Bill Cummings, NPG of Idaho News Director participated in student interviews seeking candidates for employment at NPG stations. Students also got experience with real-world job interviews for media positions.</p>
10	Syracuse University Virtual College Campus Recruiting	<p>March 8th – 9th</p> <p>Michael Fabac, Director of News & Marketing; Laura Clark, Chief People Officer; Bill Cummings, NPG of Idaho News Director participated in student interviews seeking candidates for employment at NPG stations. Students also got experience with real-world job interviews for media positions.</p>
10	University of Missouri Virtual College Campus Recruiting	<p>March 11th – 12th</p> <p>Michael Fabac, Director of News & Marketing; Laura Clark, Chief People Officer; Bill Cummings, NPG of Idaho News Director participated in student interviews seeking candidates for employment at NPG stations. Students also got experience with real-world job interviews for media positions.</p>

7	Scholarship program	Participation in the Idaho State Broadcasters Association Education Grant for current ISBA member station employees by announcing to employees when available; General Manager is a board member and involved in the evaluation and selection of the recipient; may be used toward educational classes, seminars, workshops, conventions, and programs which will increase the employee's knowledge of the broadcasting industry.
No public appearances or station tours due to Covid-19 restrictions		

* For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.