

**KTVB (TV), KTFT-LP
EEO PUBLIC FILE REPORT
6/1/08 – 5/31/09**

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	www. KTVB.com (station website) & www.ZIdaho.com	Yes	13
2	The College of Idaho Attn: Vivian Foster, Career Information Specialist Box 40 2112 Cleveland Blvd Caldwell, ID 83605 208-459-5508 careerservices@collegeofidaho.edu	Yes	0
3	Idaho State University Attn: Tracie Mariani, Career Center Stop 8108 Pocatello, ID 83209 208-282-2380 careers@isu.edu	Yes	0
4	University of Idaho Attn: Noell Kinyon, Career & Professional Planning PO Box 442534 Moscow, ID 83844-2534 208-885-6121/208-885-6122 capp@uidaho.edu nkinyon@uidaho.edu	Yes	0
5	University of Oregon School of Journalism Attn: Bill Morrill 1275 University of Oregon Eugene, OR 97403 541-346-2171 bmorrill@uoregon.edu	Yes	0
6	Idaho Department of Labor Attn: David Hoag 219 W Main Street Boise, ID 83735-0030 208-332-3575 ext. 3272 dhoag@cl.idaho.gov	Yes	6
7	Medialine www.medialine.com Attn: Mark Shilstone PO Box 51909 Pacific Grove, CA 93950 800-237-8073 mark@medialine.com	Yes	0

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8	ITT Technical Institute Attn: Barbara Schafer Career Services 12302 W Explorer Dr Boise, ID 83713 208-322-8844	No	0
9	Belo Corp Intranet Posting	No	0
10	Native American Journalists Association 395 W. Lindsey Norman, OK 73019-4201 405-325-9008 info@naja.com	No	0
11	National Association of Hispanic Journalists Attn: Virginia Galindo 1000 National Press Bldg 529 14 th Street NW Washington, DC 20045 202-662-8901 jobbank@nahj.org	No	0
12	Columbia University Graduate School of Journalists 2950 Broadway New York, NY 10027 212-584-4422 postjobs@jrn.columbia.edu	No	0
13	Northwest Nazarene University Attn: Amanda Marble 623 Holly Street Nampa, ID 83636 208-467-8767 career@nnu.edu	Yes	0
14	BYU-Idaho Internship & Career Services 230 Kimball Building Rexburg, ID 83460-1667 208-496-2176 Attn: Kerrie Schneider careernavigator@byui.edu	Yes	0
15	BYU – Utah CES Admissions Attn: Monte Marshall A-41 ASB Brigham Young University Provo, UT 84602 Monte-marshall@byu.edu 801-422-4636	Yes	0

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16	BYU – Utah Alumni Services Attn: Scott Greenhalgh Scott-greenhalgh@byu.edu 801-422-6933	No	0
17	Lewis-Clark State College Attn: Denise Harris, Career Center Reid Hall Room 110 500 8 th Ave. Lewiston, ID 83501 casws@lcsc.edu	Yes	0
18	TVSpy.com jobs@tvspy.com	Yes	0
19	Radio Television New Directors Association (RTNDA) Attn: Marny Klump 202-467-5202 marnyk@rtnda.org	No	0
20	National Association of Broadcasters Attn: Romana Sultana 1771 N Street NW Washington, DC, 20036 202-429-5428 www.nabef.org rsultana@nab.org	No	0
21	Walk-in	No	1
22	Non-employee referral	No	0
23	KTVB Employee	No	8
24	KTVB Employee referral	No	6
25	KTVB HR PSA Television Spots	No	0
26	TV Jobs Website: www.TVJobs.com Mark Halloway PO Box 4116 Oceanside, CA 92052 800-374-0119	Yes	1
27	Monster.Com Website: www.Monster.Com 800-MONSTER (666-7837)	No	0
28	Recruiting Event – Refer to notes listed on lines 29-36 of Section III Recruitment Initiatives	No	0
29	Unknown Recruitment Source	No	11
TOTAL NUMBER OF INTERVIEWEES OVER REPORTING PERIOD:			46

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Event or program sponsored by educational institution relating to broadcasting careers	On June 6, 2008, a guided tour of the station was given by the Front Desk Assistant/Security Administrator. It was initiated by Lindsey, from the Arc, an organization that is committed to securing for all people with intellectual and developmental disabilities, the opportunity to choose how they learn, live, and work. The tour was given to 8 students and highlighted various functions of a TV station, including news, production, sales, and administration, as well as the various career opportunities available to those interested in a broadcast career.
2	Event or program sponsored by educational institution relating to broadcasting careers	On July 7, 2008, a guided tour of the station was given by the Front Desk Assistant/Security Administrator. It was initiated by Kirsten Armstrong, Summer Activities Director from Community Connections, an organization that provides assistance with job coaching, transportation, and specialized training to individuals with disabilities. The tour was given to 20 adults and highlighted the various functions of a TV station, including news, production, sales, and administration, as well as the various career opportunities available to those interested in broadcast.
3	Event or program sponsored by educational institution relating to broadcasting careers	On August 15, 2008, a guided tour of the station was given by the Front Desk Assistant/Security Administrator. It was initiated by Kirsten Armstrong, Summer Activities Director from Community Connections, an organization that provides assistance with job coaching, transportation, and specialized training to individuals with disabilities. The tour was given to 20 adults and highlighted the various functions of a TV station, including news, production, sales, and administration, as well as the various career opportunities available to those interested in broadcast.
4	Event or program sponsored by educational institution relating to broadcasting careers	On September 10, 2008, a guided tour of the station was given by the Front Desk Assistant/Security Administrator. It was initiated by Wanda, a developmental therapist from Community Connections, an organization that provides assistance with job coaching, transportation, and specialized training to individuals with disabilities. The tour was given to 20 adults and highlighted the various functions of a TV station, including news, production, sales, and administration, as well as the various career opportunities available to those interested in broadcast.

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5	Event or program sponsored by educational institution relating to broadcasting careers	On September 12, 2008, a guided tour of the station was given by the Front Desk Assistant/Security Administrator. It was initiated by Chris Wright from A New Leaf, an organization for developmentally disabled children and adults. A New Leaf has a Vocation Rehabilitation and Community Supported Employment (CSE) program that helps those with disabilities get and maintain a real-world job. The tour highlighted the various functions of a TV station, including news, production, sales, and administration, as well as the various broadcast career opportunities available to those interested.
6	Event or program sponsored by educational institution relating to broadcasting careers	On October 22, 2008, a guided tour of the station, by the Front Desk Assistant/Security Administrator, was provided to 15 students from Mountain View High School, highlighting the various functions of a TV station, including news, production, sales, and administration, as well as the various career opportunities available.
7	Event or program sponsored by educational institution relating to broadcasting careers	On November 24, 2008, a guided tour of the station was given by the Front Desk Assistant/Security Administrator. It was initiated by Vicki Skaggs, an English teach from Vallivue High School. Twenty five students attended the tour, which highlighted the various functions of a TV station, including news, production, sales, and administration, as well as the various career opportunities available.
8	Event or program sponsored by educational institution relating to broadcasting careers	On December 3, 2008, a guided tour of the station was given by the Front Desk Assistant/Security Administrator. It was initiated by Rebecca Gonzalez, an English teacher from Weiser High School. Twenty five students attended the tour, which highlighted the various functions of a TV station, including news, production, sales, and administration, as well as the various career opportunities available.
9	Event or program sponsored by educational institution relating to broadcasting careers	On December 5, 2008, a guided tour of the station was given by the Front Desk Assistant/Security Administrator. It was initiated by Vicki Skaggs, an English teach from Vallivue High School. Twenty five students attended the tour, which highlighted the various functions of a TV station, including news, production, sales, and administration, as well as the various career opportunities available.
10	Event or program sponsored by educational institution relating to broadcasting careers	On December 12, 2008, a guided tour of the station was given by the Front Desk Assistant/Security Administrator. It was initiated by Christina Cochran, an English teach from Vallivue High School. Twenty five students attended the tour, which highlighted the various functions of a TV station, including news, production, sales, and administration, as well as the various career opportunities available.

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
11	Event or program sponsored by educational institution relating to broadcasting careers	On March 12, 2009, a guided tour of the station, by the Front Desk Assistant/Security Administrator, was provided to 27 adults from the Meridian Chamber of Commerce, highlighting the various functions of a TV station, including news, production, sales, and administration, as well as the various career opportunities available.
12	Event or program sponsored by educational institution relating to broadcasting careers	On May 27, 2009, a guided tour of the station was given by the Front Desk Assistant/Security Administrator. It was initiated by Terry Armstrong, a staff member from Community Connections, an organization that provides assistance with job coaching, transportation, and specialized training to individuals with disabilities. The tour was given to 25 adults and highlighted the various functions of a TV station, including news, production, sales, and administration, as well as the various career opportunities available to those interested in broadcast.
13	Activity designed to help disseminate information about broadcast employment opportunities	On August 18, 2008, KTVB sponsored Family Day at the Western Idaho State Fair. The Promotions Director, Creative Services Director, Promotions Producer, Creative Services Producer, Newscast Director, Senior Accountant, Meteorologist, Evening Anchor, and Noon Anchor answered attendees' questions regarding employment opportunities and general questions about a television station and news coverage.
14	Activity designed to help disseminate information about broadcast employment opportunities	September 18-19, 2008, KTVB helped sponsor the Idaho Women's Fitness Celebration. An Anchor, Creative Services Director, Promotions Producer, and Creative Services Producer answered attendees' questions regarding the station in general, broadcast careers, and news coverage.
15	Participated in Job Fair	On February 26, 2009, KTVB attended the Northwest Nazarene University career fair. The Senior Accountant and Research Director answered attendees' questions regarding employment opportunities and general questions about a television station and news coverage.
16	Activity designed to help disseminate information about broadcast employment opportunities	On April 15, 2009, KTVB anchor, Doug Petcash, attended the Boise School District Career Fair. He spoke to high school students about his education and the career path he took to get to KTVB. Also discussed were the many employment opportunities in broadcasting as well as appropriate education for news talent.
17	Activity designed to help disseminate information about broadcast employment opportunities	On September 25, 2008, KTVB News Director, Jim Gilchrist, spoke to a Boise State University Journalism class. He discussed the operation of a news room, as well as journalistic career opportunities in broadcasting. Students were given the opportunity to ask general questions about this television station and news coverage.

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18	Activity designed to help disseminate information about broadcast employment opportunities	On April 20, 2009, KTVB News Director, Jim Gilchrist, spoke to Borah High School's newspaper/journalism class. He spoke about the daily operation of a news room as well as employment opportunities available at a news station. Students were also given the opportunity to ask general questions regarding this television station and news coverage.
19	Activity designed to help disseminate information about broadcast employment opportunities	On May 1, 2009, KTVB News Director, Jim Gilchrist, attended Northwest Nazarene University's MBA graduation banquet. He discussed the various operations of a news station as well as job descriptions and opportunities within the different departments.
20	Activity designed to help disseminate information about broadcast employment opportunities	On May 6, 2009, KTVB News Director, Jim Gilchrist attended Leadership Nampa Media Day. He addressed the audience about how a newscast is built, discussed job descriptions, and other news processes.