

Annual EEO Public File Report Form

KIFI – TV8

Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080©(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: **KIFI – Eastern Idaho** and is required to be placed in the public inspection files of this station, and posted on it’s website.

The information contained in this Report covers the time period beginning June 1, 2003 to and including May 31, 2004 (the “Applicable Period”)

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080©(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080©(2) of the FCC rules.

Appendices 1,2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-Time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1 to

Annual EEO Public Report Form

Covering the Period from June 1, 2003 to May 31, 2004

Station Comprising Station Employment Unit: KIFI – TV8

Section 1: Vacancy Information

Full-time Positions Filled By Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources for This Position
1 Videotape Editor	Internal Promotion	5
2 News Producer	Weber State University	7
3 News Producer	Previous station visit	7
4 Master Control Operator	Post Register	7
5 Account Executive	Word of Mouth	6
6 Weekend weather	University of Idaho	4
7 Weekend Anchor	Internal Promotion	4
8 Weekend weather	TV Jobs. Com	3
9 Weekend Sports	TV Jobs. Com	3
10 Computer Tech.	Internal Promotion	6
11 Promotions Dir.	Local News & Website	6

Total Number of Persons Interviewed During Applicable Period: 68

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from June 1, 2003 to May 31, 2004

Station Comprising Station Employment Unit: KIFI – TV8

Section 2: Recruitment Source Information

Recruitment Source (Name, Address, Telephone Number, Contact Person) **	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-Time Positions for Which This Source Was Utilized
A BYU Idaho	2	8
B Eastern ID Job Service	0	11
C Idaho Falls Job Service	1	10
D Idaho Migrant Council	0	11
E Idaho State University	0	8
F LDS Employment	1	11
G Post Register	22	11
H Shoshone Bannock Tribes	0	11
I Center for New Directions	0	0 too new
J TV Jobs.Com	5	3
K University Outreach	3	3
L KIFI Website	9	11

* Indicates sources that have requested notification of job openings.

**See attached contact list

Name:	Phone/Fax/Email:	Contact:	
BYU -Idaho Personnel Services 240 Kimball bldg Rexburg, Idaho 83460-1670	ph: 496-1130 fax: 496-1233 e: <i>mcgarryt@byui.edu</i>	Tiffany McGarry	
BYU -Idaho 251 Spori Rexburg, Idaho 83460-0120	ph: 496-2933 fax: 496-6933 e: <i>weeksr@byui.edu</i>	Ron Weeks	
Center for New Directions ISU C-Tech Campus Box 8380 Pocatello, Idaho 83209-8380	ph: 282-2454 fax: 282-5160 e: <i>cnd@isu.edu</i>	Judy McClanahan	
Eastern Idaho Job Service	ph: fax: 524-3007	Cheryl Smith	
Idaho Falls Job Service 150 Shoup Idaho Falls, Idaho	ph: 525-7000 fax: 525-7268		
Idaho Migrant Council 637 Park Ave Idaho Falls, Idaho	ph: 524-0980 fax: 524-9176		
ISU 1784 Science Center Dr. Idaho Falls, Idaho	ph: 282-7800 fax: 282-7755	Kelly	
LDS Employment 837 Park Ave Idaho Falls, Idaho	ph: 523-4880 fax: 523-1557	Tim	
LDS Employment 370 Ash Blackfoot, Idaho 83221	ph: 785-5720 fax: 785-9318	Marvin	
Post Register 333 Northgate Mile Idaho Falls, Idaho	ph: 522-3633 fax: 529-3142	Becca	
Shoshone Bannock Tribes Personnel PO Box 306 Fort Hall, Idaho 83203	ph: 478-3862 fax: 478-3950	Anna Jackson	
<i>TV Jobs. Com</i>	<i>markche-tvjobs.com</i>	<i>Mark Holloway</i>	

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from June 1, 2003 to May 31, 2004

Station Comprising Station Employment Unit: KIFI – TV8

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
KIFI – TV8: **See attached B-4 Forms**

**SUPPLEMENTAL RECRUITMENT ACTIVITIES
UNDERTAKEN BY THE STATION**

Station(s) Claiming Credit: KIFI - TV8 (Local News 8)

1. Type of Activity Under New EEO Rule:[Job Fair, Scholarship Program, Etc.] Job Fairs

Date of Station Participation: [On date; From date to date]10/15/03, 10/22/03, 03/04/04

Participating Employees: Teri Hein - Personnel Director, Jim Nagy - News Director,
Russ Haack - News Operations Manager

Host/Sponsor of Activity: #1 - Post Register, #2 - BYU-Idaho, #3 - BYU-Idaho

Brief Description of Activity and Station Participation: Job Fair #1 was sponsored by the
Post Register and held at the Shilo Inn Convention Center. We set up a table,
provided employment applications and informations on job openings, as well as
talking to job seekers about opportunities in the broadcast industry. This
job fair was manned by Teri Hein and Jim Nagy. Job Fair #2 was sponsored by
BYU-Idaho and was held in the Ballroom at their facility. We did the same
things that we did at the previous job fair. We also talked with students
and college representatives. At job fair #3, Teri Hein, Jim Nagy and Russ
Haack participated. It was also sponsored by BYU-Idaho and held in the
ballroom at their facility. Russ and Jim toured the facility with university
representatives and talked to them about our internship program in addition
to the things that we do at all job fairs.

2. Activity: Anchoring Contest sponsored by the Grand Teton Mall

Date(s): 9/16/03, 9/18/03, 9/19/03

Participating Employees: Jay Hildebrandt, Karole Honas, Jim Nagy, Akiko Fujita, Brooke Hale

Host/Sponsor of Activity: Grand Teton Mall

Brief Description of Activity and Station Participation: This was a contest for High School and Middle School students. Jay Hildebrandt visited with students at Sandcreek Middle School, Akiko Fujita visited with students at Pocatello High School, Karole Honas visited with students at Rocky Mountain Middle School and Brooke Hale visited with students at Hillcrest High School. They spoke to the kids about what it takes to become an anchor and answered any questions that the kids had. Afterwards, interested students filled out applications and turned them into the mall along with video tapes of themselves. The tapes were then given to our news department and judged by Jay Hildebrandt, Karole Honas and Jim Nagy. One student from each of three age categories was chosen to appear on set with Jay and Karole. The age categories were: 8 - 11 years old, 12 - 15 years old and 16 - 18 years old.

3. Activity: BYU-Idaho Communication Day

Date: 10/17/03

Participating Employees: Jay Hildebrandt

Host/Sponsor of Activity: BYU-Idaho

Brief Description of Activity and Station Participation: Jay Hildebrandt was a guest speaker at a workshop sponsored by BYU-Idaho. This was a workshop for Communication students and Jay represented the broadcasting field. He spoke to a group for an hour during the morning session and another group for an hour during the afternoon session.

KIFI-TV INTERNS - June 1, 2003 – May 31, 2004

Julia Romero – BYU-Idaho – May 5-Aug. 22, 2003

Camille Croft – BYU-Idaho – Sept. 3-Dec. 19, 2003

- Camille was also employed full-time at KIFI during the period of her internship

Brandon Isle – BYU-Idaho – May 3-Aug. 19, 2004

Garrett Lethco – BYU-Idaho – May 3-Aug. 19, 2004

Idolina Peralez – BYU-Idaho – May 3-Aug. 19, 2004

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[KIFI – TV8

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The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): [Station Call Sign(s) and Communities of License] and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning March 10, 2003 to and including May 31, 2003 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

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2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
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Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1 to

Sample Annual EEO Public File Report Form

Covering the Period from Mar 19, 2003 to May 31, 2003

Station(s) Comprising Station Employment Unit: KIFI-TV8

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources for This Position
1	News Producer	In-house Candidate	3
2	Weekend Producer	KIFI-Website	5
3	Account Executive	Word of mouth	8
4	Commercial Producer	TV Jobs. Com	6
5			

Total Number of Persons Interviewed During Applicable Period: 22

Appendix 2 to

Sample Annual EEO Public File Report Form

Covering the Period from Mar 19 2003 to May 31, 2003

Station(s) Comprising Station Employment Unit: KIFI-TV8

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A			
B			
C			
D			
E			
F			
G			
H			

* Indicates sources that have requested notification of job openings.

*No requests for notification during
this 2 1/2 month period.*

Appendix 3 to

Sample Annual EEO Public File Report Form

Covering the Period from Mar 10, 2003 to May 31, 2003

Station(s) Comprising Station Employment Unit: KIFI-TV8

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by [Station Call Sign(s)]

[Description of the activities.]

None during this 2 1/2 month period.