

## 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, 2004 to and including May 31, 2005** (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, 2004 to May 31, 2005

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 News Reporter	TV Jobs. Com	2
2 Electronics Tech.	LocalNews8. Com	2
3 AM News Producer	Byu- Idaho	5
4 News Anchor	TV Jobs. Com	4
5 News Reporter	LocalNews8. Com	4
6 News Producer	Post Register	2
7 Weekend Weather	TV Jobs. Com	5
8 News Producer	Weber State Univ	1
9		
10		
11		

Total Number of Persons Interviewed During Applicable Period: 25

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from June 1, 2004 to May 31, 2005

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	4	6
B Eastern ID Job Service	0	6
C Idaho Falls Job Service	0	6
D Idaho Migrant Council	0	6
E Idaho State University	0	6
F LDS Employment	0	6
G Post Register	3	6
H Shoshone Bannock Tribes	0	6
I Center for New Directions	0	6
J TV Jobs.Com	12	7
K University Outreach	1	1
L KIFI Website	2	6
M Vocational Rehab	0	4

\* Indicates sources that have requested notification of job openings.

\*\*See attached contact list

For Internal Station Use  
Organizations Which Request to Receive Job Vacancy Notices From The Station Should Be  
Listed Here and Be Advised of Each Opening at the Station(s)  
Use This Information In Completing Appendix 2 of the EEO Public File Report

**ORGANIZATIONS REQUESTING NOTIFICATION**

1. Recruitment Source: BYU - Idaho Date Source Initially Requested  
Contact Person: Ken Weekes Notification: 7/25/03  
Address: 251 Spori Rexburg Date Source Requested  
Phone: 208-496-2933 Fax: 208-496-6933 Notification Cease:  
e-mail address: weekesr@byui.edu
  
2. Recruitment Source: Center for New Directions Date Source Initially Requested  
Contact Person: Judy McClanahan Notification: 3/04/04  
Address: Campus Box 8380 Poca. Date Source Requested  
Phone: 208-282-2454 Fax: 208-282-5160 Notification Cease:  
e-mail address: and@isu.edu
  
3. Recruitment Source: IR. Division of Date Source Initially Requested  
Contact Person: Robert Voc. Vocational Rehab. Notification: 8/18/04  
Address: \_\_\_\_\_ Date Source Requested  
Phone: 356-4190 Fax: 356-4207 Notification Cease:  
e-mail address: rvd@idvr.state.id.us
  
4. Recruitment Source: \_\_\_\_\_ Date Source Initially Requested  
Contact Person: \_\_\_\_\_ Notification:  
Address: \_\_\_\_\_ Date Source Requested  
Phone: \_\_\_\_\_ Fax: \_\_\_\_\_ Notification Cease:  
e-mail address: \_\_\_\_\_
  
5. Recruitment Source: \_\_\_\_\_ Date Source Initially Requested  
Contact Person: \_\_\_\_\_ Notification:  
Address: \_\_\_\_\_ Date Source Requested  
Phone: \_\_\_\_\_ Fax: \_\_\_\_\_ Notification Cease:  
e-mail address: \_\_\_\_\_

<b>Name:</b>	<b>Phone/Fax/Email:</b>	<b>Contact:</b>	
BYU -Idaho Personnel Services 240 Kimball bldg Rexburg, Idaho 83460-1670	ph: 496-1130 fax: <b>496-1233</b> e: <i>mcgarryt@byui.edu</i>	Tiffany McGarry	
BYU -Idaho 251 Spori Rexburg, Idaho 83460-0120	ph: 496-2933 fax: <b>496-6933</b> 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: <b>524-3007</b>	Cheryl Smith	
Idaho Falls Job Service 150 Shoup Idaho Falls, Idaho	ph: 525-7000 fax: <b>525-7268</b>		
Idaho Migrant Council 637 Park Ave Idaho Falls, Idaho	ph: 524-0980 fax: <b>524-9176</b>		
ISU 1784 Science Center Dr. Idaho Falls, Idaho	ph: 282-7800 fax: <b>282-7755</b>	Kelly	
LDS Employment 837 Park Ave Idaho Falls, Idaho	ph: 523-4880 fax: <b>523-1557</b>	Tim	
LDS Employment 370 Ash Blackfoot, Idaho 83221	ph: 785-5720 fax: <b>785-9318</b>	Marvin	
Post Register 333 Northgate Mile Idaho Falls, Idaho	ph: 522-3633 fax: <b>529-3142</b>	<i>Becca Lindsey</i>	
Shoshone Bannock Tribes Personnel PO Box 306 Fort Hall, Idaho 83203	ph: 478-3862 fax: <b>478-3950</b>	Anna Jackson	
<i>ID Division of Vocational Rehabilitation</i>	<i>Ph. 356-4190 Fax: 356-4207</i>	<i>Robert Vase</i>	

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from June 1, 2004 to May 31, 2005

Station Comprising Station Employment Unit: KIFI – TV8

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

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**SUPPLEMENTAL RECRUITMENT ACTIVITIES  
UNDERTAKEN BY THE STATION**

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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] 10/13/04, 03/03/05

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

Host/Sponsor of Activity: #1 - Post Register/KIFI - Local News 8, #2 - BYU-Idaho

Brief Description of Activity and Station Participation: Job Fair #1 was co-sponsored by  
the Post Register, KIFI-Local News 8 and the area colleges. We solicited  
area businesses to participate by making a presence and presenting information  
concerning their business and any available job openings. At the job fair,  
we set up a table, provided employment applications and information 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 Russ Haack.  
Job Fair #2 was sponsored by BYU-Idaho and held in the Ballroom at their  
facility in Rexburg. This job fair was manned by Jim Nagy and Russ Haack.  
We had a table and made ourselves available to students interested in exploring  
possibilities in the broadcast industry. We provided employment applications  
as well as information on job openings.

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

Date(s): October/November 2004

Participating Employees: Jay Hildebrandt, Karole Honas, Misty Benjamin

Host/Sponsor of Activity: Grand Teton Mall

Brief Description of Activity and Station Participation: This was a contest in which students from elementary through high school submitted tapes of themselves on camera with the prize being a chance to "guest" anchor our 5pm News. Jay Hildebrandt and Karole Honas appeared at a workshop at the Grand Teton Mall to encourage kids to enter, and explain to them how to go about it. Once tapes were submitted, Misty Benjamin, along with the mall marketing director chose the winners in three different age categories. The categories were 8-11 years, 12-15 years and 16-18 years. Winners then appeared on our 5pm news in guest spots on the first three Mondays in November. We showed a portion of the tape that each winner submitted, and let them read several stories "live" on the air during our newscast.





**Teri Hein**

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**From:** "Jim Nagy" <jnagy@localnews8.com>  
**To:** "Teri Hein" <thein@localnews8.com>  
**Sent:** Wednesday, May 25, 2005 1:38 PM  
**Attach:** Anchor Contest.doc  
**Subject:** News Intern List, Anchor Contest

Teri,

Our interns last summer, all of whom were with us from June-August of 2004 are listed below.

Brandon Isle - recruited at BYU Job Fair in March. He worked with producers, stacking, writing and editing newscasts. He was hired as a fulltime producer in September.

Julia Romero - recruited at BYU Job Fair in March. She worked with reporters, writing, shooting and editing stories. She was hired as fulltime reporter in December. She is hispanic.

Jennifer Walker - from University of Idaho. She worked with reporters, writing, shooting and editing stories.

Attached is a brief explainer of the Who Wants to be An Anchor contest.

Jim Nagy

**Misty Benjamin**

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**From:** <internships@byui.edu>  
**To:** <mbenjamin@localnews8.com>  
**Cc:** <squ00003@byui.edu>; <WARNICKL@byui.edu>; <internships@byui.edu>  
**Sent:** Friday, May 06, 2005 5:32 PM  
**Subject:** Internship Approval Notification – BRIGETTE RENEE SQUIRES

The following student has been approved through the BYU-Idaho Internship Program to receive academic credit for approved work experience. Please see the following student agreement to verify accuracy. If you have any questions please feel free to contact the BYU-Idaho Internship Office at (208) 496-2290 or internships@byui.edu. Thank you for your help and cooperation, we look forward to working with you.

BYU-Idaho Internship Office  
 244 Kimball Building  
 Rexburg, ID 83460-1677

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**BYU-IDAHO STUDENT INTERNSHIP AGREEMENT**

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Student's Name: BRIGETTE RENEE SQUIRES

E-mail: squ00003@byui.edu

Phone #: 356-8950

E-mail (on internship): squ00003@byui.edu

Phone # (on internship): (208) 356-8967

Major: COMMUNICATION

Minor: SOCIOLOGY

Experience Provider: KIFI - Local News 8

Experience Provider Supervisor's Name: Misti Benjamin

Experience Provider Address:

Idaho Falls, ID

Experience Provider Phone: (208) 525-8888

Actual Starting Date: 5/2/2005

Actual Concluding Date: 8/22/2005

Experience Compensation (rate of pay): Volunteer

Department: COMMUNICATION

Course Number: 498R

Section Number: 1

Approved # of Credits: 3

Performance Schedule:( hours & days per week) 20 hrs per week

Internship Duties and Activities: Advertising for rating period, creating and executing a multimedia ad schedule for print, radio and TV. Special projects such as picking community projects for station involvement, preparing an advertising plan and event participation.

Academic Requirements: earn college credit for internship

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**INTERN RESPONSIBILITIES**

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The student intern hereby agrees with BYU-Idaho and the Experience Provider as follows: