



EEO PUBLIC FILE REPORT

A. Employment Unit Covered

KIFI-TV

B. Reporting Period

June 1, 2007 – May 31, 2008

**C. Full-Time Vacancies Filled / Recruitment & Referral Sources / Number of Interviewees/
Date Filled**

Job Title	Hire Source	Total Number of Interviewees	Date Filled
Account Executive	Employee Referral	1	06/20/07
News Director	Internal Promotion	3	09/10/07
Morning News Anchor	Internal Promotion	1	09/14/07
Sports Anchor/Reporter	Internal Promotion	2	10/15/07
Promotions Director	Internal Promotion	2	10/22/07
Account Executive	Word of Mouth	1	10/22/07
Digital Content Director	Internal Promotion	3	10/22/07
Live Truck Operator	Idaho State Journal	1	10/31/07
Commercial Producer	Employee Referral	1	12/11/07
Reporter/ Photographer	TV Jobs.com	2	12/04/07
Reporter/ Photographer	TV Jobs.com	2	12/12/07
Reporter/ Photographer	TV Jobs.com	2	12/18/07
Broadcast Engineer	KIFI Job Bank Ad	5	01/21/08
News Producer	Internal Promotion	2	01/25/08
Newscast Director	Word of Mouth	1	01/28/08
Assignment Editor	Internal Promotion	1	02/11/08
Sports Director / Anchor	TV Jobs.com	7	02/19/08

Total Number of Persons Interviewed for all Full-Time Vacancies during Reporting Period: 37

Recruitment / Referral Sources Form

Name of Organization	Contact Person	E-Mail Address/Web Address	Fax Number	Phone Number
American Classifieds	Wendy	wendy@amclassified.com (call first)	529-9491	529-9360
BYU - Idaho	Posted On Line Posted On Line	byui.studentemployment/ Scott_greenhalgh@byu.edu		
Broadcast Engineering	Susan Schaefer	sschaefer@prismb2b.com	913-514-6417	484-478-0154
Center for New Directions ISU	Judy McClanahan	cnd@isu.edu	282-5160	282-2454
Crain Communication Inc.	Marc Abrams	classifieds@tvweek.com	323-658-6174	323-370-2415
Eastern Idaho Technical College	Jason Meldrum	jmeldrum@etic.edu	524-3007	524-3000
ID Div. of Vocational Rehabilitation	Robert Vose	rvose@vr.idaho.gov	356-4207	356-4190
ID Div. of Vocational Rehabilitation	Toni Ziegler	tziegler@vr.idaho.gov	525-7104	525-7149
Idaho Commerce & Labor	Eric Erickson/Darla	idahofallsmall@labor.idaho.gov	525-7268	557-2500 X3557
Idaho Migrant Council	Rebecca Cortez	rcortez@jimcmall.org	524-9176	524-0980
Idaho State Journal				
Intelligent Employment Solutions	Brittany Sherman	BrittanyS@employ-solutions.com		552-4775 or 406-1494
ISU	Stacey Marshall	marsstac@isu.edu	282-7755	282-7800
ISU	Tom Hallaq	halltom@isu.edu	282-2258	282-6453
KIFI - Internal	Teri Hein	thein@localnews8.com	522-1930	525-8888
KIFI - Website	Curtis Jackson	cjackson@localnews8.com	529-2443	525-8888
KTVZ - NO - Do Not Send	Danette Schlapfer	danettes@ktvz.com	541-617-6254	541-617-6236
LDS Employment - Idaho Falls	Scott	brizzeesh@ldsmail.net	523-1557	523-4880
LDS Employment - Blackfoot	Phyllis	wel-ec-blackfoot@ldsmail.net	785-9318	785-5720
Medialine	Mark Shilstone	medialine@medialine.com	831-648-5204	800-237-8073
NAB		www.nab.org		
NPG	Jennifer Wright	jenniferw@npgco.com	816-271-8591	816-271-8571
Post Register	Lindsey	lmrobinson@postregister.com	529-3142	522-3633
Reed Business Information	Kate Rosa	katerosa@reedbusiness.com	781-290-3763	877-334-7629
Shoshone Bannock Tribes Personnel	Anna Jackson	gchasing@shoshonebannocktribes.com	478-3950	478-3862
TV Jobs.Com	Mark Holloway	admin@tvjobs.com		

D. Recruitment Source / Total Interviewees / Full-Time Positions Utilized

Recruitment Source:	Total Interviewees:	Full-time Positions Utilized:
American Classifieds	0	4
BYU Idaho*	1	13
BYU	1	12
Center for New Directions*	0	12
Eastern Idaho Technical College	0	13
ID Div. of Vocational Rehabilitation*	0	8
Idaho Commerce & Labor	0	10
Idaho Migrant Council	0	8
Idaho State Journal	1	1
Intelligent Employment Solutions*	0	2
ISU	0	13
KIFI - Website	6	13
LDS Employment	1	10
Local News 8 Job Bank	3	5
Medialine	0	8
NAB	0	7
NPG	0	13
Post Register	6	1
RTNDA	0	1
SBE Jobs Online	2	1
Shoshone Bannock Tribes	0	9
TV Jobs.com	18	11
Weber State University	0	1

*Organizations which have requested notification of job openings.

E. Supplemental Recruitment Activities Undertaken by KIFI-TV

1.

Type of Activity: Job Fairs

Date of Station Participation: 10/17/07, 02/21/08

Participating Employees: Teri Hein – H.R. Coordinator, Curtis Jackson – News Director & Idolina Walker – Digital Content Director

Host/Sponsor of Activity: - BYU-Idaho

Description:

Both Job Fairs were sponsored by BYU-Idaho and held at the John W. Hart Fieldhouse at their facility in Rexburg. Both job fairs were manned by Teri Hein, Curtis Jackson and Idolina Walker. 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.

2.

Type of Activity: BYU Mentor's Day

Date of Station Participation: October 19, 2007, April 10, 2008

Participating Employees: Mark Danielson – General Manager, Curtis Jackson – News Director & Teri Hein – H.R. Coordinator.

Host/Sponsor of Activity: Brigham Young University - Provo

Description:

These Mentor's Days were sponsored by Brigham Young University in Provo, Utah. They were held in the George H. Brimball Building on their campus. Mark and Curtis met with students individually, for the first one in October, and provided information about careers in broadcasting at our station as well as mentoring them. They spent time answering questions and critiquing resume' tapes. In April, Curtis and Teri did the same thing.

3. Type of Activity: Guest Speaker

Dates: 07/22/07, 09/08/07, 10/12/07, 11/09/07, 01/16/08, 01/26/08, 03/07/08, 03/14/08, 03/26/08, 04/21/08, 04/22/08 & 04/30/08

Participating Employees: Jay Hildebrandt & Karole Honas

Host/Sponsor of Activities: St. Anthony Juvenile Corrections Center, Health and Welfare Department, Grand Teton Council (Boy Scouts), Ucon Elementary School, Cub Scouts, Bingham County Youth Coalition, Write-Start Program, BYU-Idaho, School Districts, University of Idaho, Idaho State University & Bonneville County Youth Development Council.

Description:

On 07/22/07 Jay Hildebrandt spoke to about 50 young people at the Juvenile Corrections Center in St. Anthony.

On 09/08/07 Jay spoke to about 200 foster parents and social workers about Wednesday's Child and how the use of television recruits adoptive parents.

On 10/12/07, Jay gave a tour of the station to Boy Scouts and talked to them about careers in broadcasting.

On 11/09/07, Jay spoke to a group of special education students at Ucon Elementary School.

On 01/16/08, Jay spoke to a Boy Scout Group about careers in broadcasting.

On 01/26/08 Karole Honas MC'd the Bingham County Youth Coalition annual dinner.

On 03/07/08, Jay and Karole helped present the Write-Start Program to school foundations.

On 03/14/08, Jay Hildebrandt spoke to a BYU-Idaho reporting class about TV News.

On 03/26/08, Karole Honas started working on setting up a concurrent program for high school broadcasting students to get college credits.

On 04/21/08, Karole spoke to a group of University of Idaho students about careers in broadcasting.

On 4/22/08, Karole MC'd the Professional Women's Seminar for about 30 Idaho State University Students.

On 04/30/08, Jay MC'd the Extra Mile Youth awards for the Bonneville County Youth Development Council.

4. Type of Activity: Teaching Communications 102

Dates: June 2007 through May 2008 – Summer, Fall and Winter Semesters

Participating Employee: Jay Hildebrandt

Host/Sponsor of Activity: BYU-Idaho

Description:

Jay Hildebrandt taught three semesters of Communications 102 classes to students at BYU-Idaho. He teaches two classes of 25 students every Tuesday and Thursday morning, making a total of 130 ninety minute classes, reaching a total of 250 students.

5.

Type of Activity: Teaching "Writing for Television" Classes

Date(s): Fall 2007 & Spring 2008 Semesters

Participating Employee: Karole Honas

Host/Sponsor of Activity: Idaho State University

Description:

Karole Honas taught two semesters of "Writing for Television" to students at Idaho State University in Pocatello, Idaho

6.

Type of Activity: Internship Program

Date(s): Ongoing

Participating Employee: Newsroom

Host/Sponsor of Activity: Local News 8

Description:

This is an ongoing internship program at Local News 8 (KIFI). College students interested in the broadcast field are chosen to serve a three month (sometimes shorter) term as interns in the newsroom. They are given the opportunity to experience television broadcasting first hand. They work with reporters and other newsroom personnel in the process of news gathering, putting stories together and ready to air on our newscasts. We had at least 3 interns during the period from June 2007 through May 2008. One was from BYU- Provo and two others were from Weber State University.