

EEO PUBLIC FILE REPORT

FOR

STATION KIFI, and KXPI-LD
IDAHO FALLS, IDAHO
&
K34NC-D
FISH CREEK, ETC., IDAHO

This EEO Public File Report
Covers the One-Year Period
Ending on May 31, 2023

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, 2023, the station employment unit filled the following full-time vacancies:

During the one-year period ending on May 31, 2023, the stations filled the following full-time vacancies:

1. Account Executive
2. Director of Sales
3. Technical Director
4. Videographer/Editor
5. Multi-Media Journalist/Producer
6. Account Executive
7. Videographer/Editor
8. Account Executive
9. Assistant News Director
10. Weekend Anchor/Multi-Media Journalist
11. General Manager
12. News Producer
13. Technical Director

The stations interviewed a total of 35 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>
Handshake-Universities Website Postings	3
KIFI Employee Referral	8
KIFI Website (ADP Vantage)	8
NPG Corporate Website (ADP Vantage)	3
Linked-In	1
Media Match	0
Media Line (MyMediaJobs.com)	0
Riverbend Communications (hireeastidaho.com)	0
TVJobs.com	0
Indeed.com	11
Simply Hired (simplyhired.com)	1
Idaho Unemployment Dept (IdahoWorks.com)	0
National Labor Exchange	0
Journalismjobs.com	0
Total	35

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.

* * * * *

ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES

FULL-TIME VACANCY EEO INFORMATION – Form BP-03
[Fill out for each full-time vacancy]

Job Title of Vacancy: Account Executive-Idaho Falls

Recruitment Source That Referred the Hire: Employee Referral

Requisition #: 22-1111

Total Number of Persons Interviewed for the Vacancy: 2

Date Vacancy Opened: 5/11/22

Date Vacancy Filled: 6/01/22

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
National Labor Exchange	https://usnlx.com/postjob/	-0-	-0-	0	No
IdahoWorks- Idaho Dept of Labor	idahofallsmail@labor.idaho.gov	Windy Hahn	208-557-2500	0	No
KIFI Website (ADP Vantage)	Localnews8.com	Marion Strother	719-237-4876	0	No
NPG Corporate Website (ADP Vantage)	www.npgco.com	Marion Strother	719-237-4876	0	No
TVJobs.com	admin@tvjobscom	Mark C Holloway	--	0	No
Indeed.com	Indeed.com	Justice Ramos	512-532-4348	1	No
NPG of Idaho Employee Referral	Marion.strother@localnews8.com	Marion Strother	719-237-4876	1	No

FULL-TIME VACANCY EEO INFORMATION – Form BP-03
[Fill out for each full-time vacancy]

Job Title of Vacancy: Account Executive-Idaho Falls (2 hires)

Recruitment Source That Referred the Hire: Employee Referral & NPG of Idaho

Requisition #: 22-1150

Total Number of Persons Interviewed for the Vacancy: 3

Date Vacancy Opened: 6/16/22

Date Vacancy Filled: 11/23/22 & 12/19/22

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
National Labor Exchange	https://usnlx.com/postjob/	-0-	-0-	0	No
IdahoWorks- Idaho Dept of Labor	idahofallsmail@labor.idaho.gov	Windy Hahn	208-557-2500	0	No
KIFI Website (ADP Vantage)	Localnews8.com	Marion Strother	719-237-4876	1	No
NPG Corporate Website (ADP Vantage)	www.npgco.com	Marion Strother	719-237-4876	0	No
TVJobs.com	admin@tvjobscom	Mark C Holloway	--	0	No
Indeed.com	Indeed.com	Justice Ramos	512-532-4348	0	No
NPG of Idaho Employee Referral	Marion.strother@localnews8.com	Marion Strother	719-237-4876	1	No
Handshake-University Posting	https://aap.joinhandshake.com	N/A	N/A	0	No
SimplyHired	Simplyhired.com	N/A	N/A	1	No
RIVERBEND Communications HireEastSide. com	400 W Sunnyside Rd, Idaho Falls, ID 83402	N/A	N/A	0	No

FULL-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: Assistant News Director

Recruitment Source That Referred the Hire: KIFI website

Requisition #: 22-1102

Total Number of Persons Interviewed for the Vacancy: 5

Date Vacancy Opened: 05/01/22

Date Vacancy Filled: 02/06/23

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KIFI Website (ADP Vantage)	Localnews8.com	Marion Strother	719-237-4876	2	No
NPG Corporate Website (ADP Vantage)	www.npgco.com	Marion Strother	719-237-4876	1	No
Indeed.com	Indeed.com	Justice Ramos	512-532-4348	2	No
RIVERBEND Communications HireEastside.com	400 W Sunnyside Rd, Idaho Falls, ID 83402	N/A	N/A	0	No
SimplyHired	Employer.simplyhired.com/jobs	N/A	N/A	0	No
TVJobs.com	admin@tvjobscom	Mark C Holloway	--	0	No
Linked-In	Linkedin.com	N/A	N/A	0	No
Handshake-University Posting	https://aap.joinhandshake.com	N/A	N/A	0	No
IdahoWorks- Idaho Dept of Labor	maria.martin@labor.idaho.gov	Maria Martin	208-557-2500 ext. 3926	0	No
National Labor Exchange	https://usnlx.com/postajob/	N/A	N/A	0	No
Medialine	Mymediajobs.com	N/A	515-2243904	0	No
Media Match	www.media-match.com	N/A	N/A	0	No

FULL-TIME VACANCY EEO INFORMATION – Form BP-03
[Fill out for each full-time vacancy]

Job Title of Vacancy: Director of Sales

Requisition #: 22-1182

Date Vacancy Opened: 7/20/22

Date Vacancy Filled: 8/15/22

Recruitment Source That Referred the Hire: Employee Referral

Total Number of Persons Interviewed for the Vacancy: 1

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
National Labor Exchange	https://usnlx.com/postjob/	-0-	-0-	0	No
IdahoWorks- Idaho Dept of Labor	idahofallsmail@labor.idaho.gov	Windy Hahn	208-557-2500	0	No
National Labor Exchange	https://usnlx.com/postajob/	N/A	N/A	0	No
KIFI Website (ADP Vantage)	Localnews8.com	Marion Strother	719-237-4876	0	No
NPG Corporate Website (ADP Vantage)	www.npgco.com	Marion Strother	719-237-4876	0	No
TVJobs.com	admin@tvjobscom	Mark C Holloway	--	0	No
Indeed.com	Indeed.com	Justice Ramos	512-532-4348	0	No
NPG of Idaho Employee Referral	Marion.strother@localnews8.com	Marion Strother	N/A	1	No

FULL-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: General Manager

Recruitment Source That Referred the Hire: NPG Corporate website (ADP Vantage)

Requisition #: 23-1040

Total Number of Persons Interviewed for the Vacancy: 4

Date Vacancy Opened: 2/23/2023

Date Vacancy Filled: 3/16/2023

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KIFI Website (ADP Vantage)	Localnews8.com	Marion Strother	719-237-4876	1	No
NPG Corporate Website (ADP Vantage)	www.npgco.com	Marion Strother	719-237-4876	1	No
Indeed.com	Indeed.com	Justice Ramos	512-532-4348	1	No
RIVERBEND Communications HireEastside.com	400 W Sunnyside Rd, Idaho Falls, ID 83402	N/A	N/A	0	No
IdahoWorks- Idaho Dept of Labor	maria.martin@labor.idaho.gov	Maria Martin	208-557-2500 ext. 3926	0	No
National Labor Exchange	https://usnlx.com/postajob/	N/A	N/A	0	No
Linked-In	Linkedin.com	N/A	N/A	1	No
TVJobs.com	admin@tvjobscom	Mark C Holloway	--	0	No

FULL-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: Multimedia Journalist/Producer *
Requisition #: 22-1104
Date Vacancy Opened: 05/05/2022
Date Vacancy Filled: 11/2/2022

Recruitment Source That Referred the Hire: Employee Referral
Total Number of Persons Interviewed for the Vacancy: 3

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address/email address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KIFI Website (ADP Vantage)	Localnews8.com	Marion Strother	719-237-4876	0	No
Indeed.com	Indeed.com	Justice Ramos	512-532-4348	0	No
Handshake-University Posting	https://aap.joinhandshake.com	N/A	N/A	1	No
RIVERBEND Communications HireEastside.com	400 W Sunnyside Rd, Idaho Falls, ID 83402	N/A	N/A	0	No
SimplyHired	Employer.simplyhired.com/jobs	N/A	N/A	0	No
NPG of Idaho Employee Referral	Marion.strother@localnews8.com	Marion Strother	N/A	2	No
TVJobs.com	admin@tvjobscom	Mark C Holloway	--	0	No
IdahoWorks- Idaho Dept of Labor	maria.martin@labor.idaho.gov	Maria Martin	208-557-2500 ext. 3926	0	No
National Labor Exchange	https://usnlx.com/postajob/	N/A	N/A	0	No
NPG Corporate Website (ADP Vantage)	www.npgco.com	Marion Strother	719-237-4876	0	No

***Hired Candidate currently attending university. Candidate was hired on a part-time basis and will transition to full-time after graduation.**

FULL-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: News Producer

Requisition #: 22-1175

Date Vacancy Opened: 7/14/22

Date Vacancy Filled: 3/16/23

Recruitment Source That
Referred the Hire: Employee Referral
Total Number of Persons
Interviewed for the
Vacancy: 2

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KIFI Website (ADP Vantage)	Localnews8.com	Marion Strother	719-237-4876	1	No
NPG Corporate Website (ADP Vantage)	www.npgco.com	Marion Strother	719-237-4876	0	No
TVJobs.com	admin@tvjobscom	Mark C Holloway	--	0	No
SimplyHired	Employer.simplyhired.com/jobs	N/A	N/A	0	No
Indeed.com	Indeed.com	Justice Ramos	512-532-4348	0	No
IdahoWorks- Idaho Dept of Labor	maria.martin@labor.idaho.gov	Maria Martin	208-557-2500 ext. 3926	0	No
RIVERBEND Communications HireEastside.com	400 W Sunnyside Rd, Idaho Falls, ID 83402	N/A	N/A	0	No
Handshake-University Posting	https://aap.joinhandshake.com	N/A	N/A	0	No
Media Match	www.media-match.com	N/A	N/A	0	No
Employee Referral	N/A	N/A	N/A	1	No

FULL-TIME VACANCY EEO INFORMATION – Form BP-03
[Fill out for each full-time vacancy]

Job Title of Vacancy: Videographer/Editor (2 hires)
Requisition #: 22-1211
Date Vacancy Opened: 8/31/22
Date Vacancy Filled: 10/5/22 & 11/28/22

Recruitment Source That Referred the Hire: KIFI-Localnews8.com, Indeed.com
Total Number of Persons Interviewed for the Vacancies: 6

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address/email address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KIFI Website (ADP Vantage)	Localnews8.com	Marion Strother	719-237-4876 cell	1	No
NPG Corporate Website (ADP Vantage)	www.npgco.com	Marion Strother	719-237-4876	1	No
Indeed	Indeed.com	Justice Ramos	512-532-4348	4	No
IdahoWorks- Idaho Dept of Labor	maria.martin@labor.idaho.gov	Maria Martin	208-557-2500 ext. 3926	0	No
National Labor Exchange	https://usnlx.com/postajob/	N/A	N/A	0	No
Handshake-University Posting	https://aap.joinhandshake.com	N/A	N/A	0	No
RIVERBEND Communications HireEastSide. com	400 W Sunnyside Rd, Idaho Falls, ID 83402	N/A	N/A	0	No
SimplyHired	Employer.simplyhired.com/jobs	N/A	N/A	0	No
TVJobs.com	admin@tvjobscom	Mark C Holloway	--	0	No

FULL-TIME VACANCY EEO INFORMATION – Form BP-03
[Fill out for each full-time vacancy]

Job Title of Vacancy: Technical Director

Recruitment Source That Referred the Hire: Handshake-University Posting

Requisition #: 23-1031

Total Number of Persons Interviewed for the Vacancy: 5

Date Vacancy Opened: 2/9/23

Date Vacancy Filled: 5/23/23

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KIFI Website (ADP Vantage)	www.localnews8.com	Marion Strother	719-237-4876	1	No
NPG Corporate Website (ADP Vantage)	www.npgco.com	Marion Strother	719-237-4876	0	No
Indeed.com	Indeed.com	Justice Ramos	512-532-4348	2	No
NPG of Idaho Employee Referral	Marion.strother@localnews8.com	Marion Strother	719-237-4876	1	No
Idaho Works-ID Dept. of Labor	Maria.martin@labor.idaho.gov	Maria Martin	208-557-2500 x3926	0	No
National Labor Exchange	https://usnlx.com/postajob	NA	NA	0	No
Handshake-University Posting	https://aap.joinhandshake.com	NA	NA	1	No

FULL-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: Weekend Anchor/Multimedia Journalist

Requisition #: 22-1125

Date Vacancy Opened: 5/26/2022

Date Vacancy Filled: 3/13/2023

Recruitment Source That Referred the Hiree: KIFI website

Total Number of Persons Interviewed for the Vacancy: 3

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KIFI Website (ADP Vantage)	Localnews8.com	Marion Strother	719-237-4876	1	No
NPG Corporate Website (ADP Vantage)	www.npgco.com	Marion Strother	719-237-4876	0	No
Indeed.com	Indeed.com	Justice Ramos	512-532-4348	1	No
RIVERBEND Communications HireEastside.com	400 W Sunnyside Rd, Idaho Falls, ID 83402	N/A	N/A	0	No
SimplyHired	Employer.simplyhired.com/jobs	N/A	N/A	0	No
TVJobs.com	admin@tvjobscom	Mark C Holloway	--	0	No
Linked-In	Linkedin.com	N/A	N/A	0	No
Handshake-University Posting	https://aap.joinhandshake.com	N/A	N/A	1	No
IdahoWorks- Idaho Dept of Labor	maria.martin@labor.idaho.gov	Maria Martin	208-557-2500 ext. 3926	0	No
National Labor Exchange	https://usnlx.com/postajob/	N/A	N/A	0	No
Journalismjobs.com	http://JournalismJobs.com	N/A	N/A	0	No
Employee Referral	N/A	N/A	N/A	0	No

ATTACHMENT B

MENU OPTION ACTIVITIES

Station KIFI, MIFI and KXPI-LD, Idaho Falls and Pocatello, Idaho, and K34NC-D Fish Creek, etc., Idaho has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
1	Job Fair with the Idaho Department of Labor	Job Fair Participation at the Idaho Department of Labor, for Idaho Falls and Rexburg Areas, on 10/5/22. Participated in by Shilo Loree, Creative Svc Producer and Michael Shiverdecker, Promotions Director & assisted by Marion Strother, HR Coordinator
1	Job Fair Missouri-Columbia University	Recruiting for potential hires and interns at Missouri-Columbia University, on 9/20/22. Looking for News, Promotions, Sales, Digital and Production for NPG TV stations. Participating team: Curtis Varns, Scott Flannigan, Steve Booher, Jess DeHaven, Sara Rooney, Laura Clark.
1	Job Fair with the Idaho Department of Labor	Job Fair Participation at the Idaho Department of Labor, for Idaho Falls and Rexburg Areas, on 4/19/23. Participated in by Shilo Loree, Creative Svc Producer and Michael Shiverdecker, Promotions Director & assisted by Marion Strother, HR Coordinator
1	Job Fair with the Idaho Department of Labor	Job Fair Participation at the Idaho Department of Labor, for Idaho Falls and Rexburg Areas, on 5/17/23. Participated in by Shilo Loree, Creative Svc Producer and Michael Shiverdecker, Promotions Director & assisted by Marion Strother, HR Coordinator
1	Penn State University Job Fair	Attending was Michel Fabac, Director of News & Marketing, and Meghan Drakas, Anchor/Multimedia Journalist interviewed the 2023 and 2024 grads Wednesday, November 9, 2022, at the Comm Careers at the Capital job fair in Washington, DC.
1	Penn State Job Expo	Attending was Michael Fabac, Director of News & Marketing, and Joe Ruch, (KRDO), interviewed the 2023 and Graduates on Friday, February 24, 2023, at the Penn State University, State College, PA.
10	Career Day – High School Student Shadowing Staff	Mackay Jr /Sr High School senior will shadow Multimedia Journalist Seth Ratliff, for Career Day on 11/11/22. Activities: TV interviews, videotaping at location and editing.
10	Student Shadowing Staff	BYU Idaho student shadowed Bill Cummings, News Director, to discuss an interest in journalism for his Career Research Project.

Activity Classification	Type of Activity	Brief Description
4	Station Tours	Tours given to various organizations: 6/3/22: School group 6/28/22: Viewers (“Future weatherman”) 9/6/22: Church group 9/12/22: Senior Center 2/17/23: Student 3/1/23: Student 3/2/23: School Group 3/30/23: School Group 4/27/23: School Group 5/17/23: College Group (BYU-Idaho)
5	Internship Program	Internship in the News Department. Bill Cummings, News Director, supervised. Areas covered: Multimedia Journalist & Producer positions. The internship lasted 12 weeks starting on 11/8/22 and ending 1/31/23. 1 Student from BYU Idaho participated
7	Scholarship Program	Participation in the ISBA Education Grants for current ISBA member station employees; may be used toward educational classes, seminars, workshops, conventions, and programs which will increase the employee’s knowledge of the broadcasting industry
10	Recruiting Day, Arizona State University, Phoenix, AZ Recruiting Day	Interview Team: Laura Clark, Chief People Officer; Sean Flanagan, News Director; Sean Clark; Rebecca Johnson; Samantha Lomibao Candidates were interviewed on Monday, February 27, 2023
10	Penn State Virtual Career Fair Day	Attending was Michael Fabac, Director of News & Marketing. Candidates were interviewed on Tuesday, February 28, 2023.
10	Recruiting Day, University of Missouri	Location: University of Missouri, Columbia, MO. NPG interview team: Laura Clark, chief People Officer; Michael Fabac, Dir. Of News & Marketing; Calvin Pike; Curtis Varns, General Mgr.; Garry Smith, Operations Mgr. & Lucas Geisler. Candidate interviews on March 8, 2023.

*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.