

**Journal Broadcast Group-Boise Operations**  
KIVI-TV, KNIN-TV, K27DX, KJOT-FM, KQXR-FM, KRVB-FM, KTHI-FM

KCID-AM, KGEM-AM (Stations sold September 25, 2009)

**Annual EEO Public File Report**

June 1, 2009-May 31, 2010

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 and is required to be placed in the public inspection files of the station and posted on the station’s websites, if they have websites.

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(s) 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(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person, telephone number, fax number and email address (if applicable);
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(c)(2) of the FCC rules.

Account Executive 1 (2 hired from posting)

Referral Source	Number of Applicants Interviewed	Hired?	
Employee Referral	2	<input checked="" type="checkbox"/>	
Employee Referral	5	<input type="checkbox"/>	
Other	BoiseHelpWanted.com	1	<input type="checkbox"/>
Walk-in	1	<input type="checkbox"/>	
Word of mouth	3	<input type="checkbox"/>	
<b>Number of Applicants Interviewed</b>	<b>12</b>		

Account Executive 2

Referral Source	Number of Applicants Interviewed	Hired?	
Employee Referral	1	<input checked="" type="checkbox"/>	
Employee Referral	2	<input type="checkbox"/>	
Internal Candidate	1	<input type="checkbox"/>	
Journal Broadcast Group website	1	<input type="checkbox"/>	
Other	Prev. KIVI Employee	1	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>	<b>6</b>		

Account Executive 3 (2 hired from posting)

Referral Source	Number of Applicants Interviewed	Hired?
Employee Referral	1	<input checked="" type="checkbox"/>
Employee Referral	1	<input type="checkbox"/>
Walk-in	2	<input type="checkbox"/>
Word of mouth	1	<input checked="" type="checkbox"/>
Word of mouth	4	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>	<b>9</b>	

Director of Sales

Referral Source	Number of Applicants Interviewed	Hired?
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Internal Candidate		1	<input checked="" type="checkbox"/>
Journal Broadcast Group website		1	<input type="checkbox"/>
Other	ISBA	1	<input type="checkbox"/>
Other	TVJobs.com	1	<input type="checkbox"/>
Word of mouth		1	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>		<b>5</b>	

Executive Producer

<b>Referral Source</b>		<b>Number of Applicants Interviewed</b>	<b>Hired?</b>
Employee Referral		1	<input type="checkbox"/>
Other	TVJobs.com	1	<input checked="" type="checkbox"/>
Other	TVJobs.com	1	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>		<b>3</b>	

Integrated Media Coordinator

<b>Referral Source</b>		<b>Number of Applicants Interviewed</b>	<b>Hired?</b>
Internal Candidate		1	<input checked="" type="checkbox"/>
Internal Candidate		2	<input type="checkbox"/>
Other	Boise Ad Federation	1	<input type="checkbox"/>
Other	ID Commerce & Labor	3	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>		<b>7</b>	

Meteorologist

<b>Referral Source</b>		<b>Number of Applicants Interviewed</b>	<b>Hired?</b>
Internal Candidate		1	<input type="checkbox"/>
Other	TVJob.scom	1	<input checked="" type="checkbox"/>
Other	TVJobs.com	1	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>		<b>3</b>	

Photojournalist

<b>Referral Source</b>		<b>Number of Applicants Interviewed</b>	<b>Hired?</b>
Internal Candidate		1	<input checked="" type="checkbox"/>
Internal Candidate		1	<input type="checkbox"/>

Journal Broadcast Group website		1	<input type="checkbox"/>
Other	BoiseHelpWanted.com	1	<input type="checkbox"/>
Word of mouth		1	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>		5	

Producer (Not Posted)

Referral Source		Number of Applicants Interviewed	Hired?
Other	Previous Candidate	1	<input checked="" type="checkbox"/>
<b>Number of Applicants Interviewed</b>		1	

Producer/Reporter

Referral Source		Number of Applicants Interviewed	Hired?
Employee Referral		1	<input type="checkbox"/>
Journal Broadcast Group website		1	<input type="checkbox"/>
Other	TVJobs.com	1	<input checked="" type="checkbox"/>
Other	TVJobs.com	3	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>		6	

Reporter

Referral Source		Number of Applicants Interviewed	Hired?
Employee Referral	Previous Employee	1	<input type="checkbox"/>
Journal Broadcast Group website		2	<input type="checkbox"/>
Other	TVJobs.com	1	<input checked="" type="checkbox"/>
Other	TVJobs.com	3	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>		7	

Sports Director

Referral Source		Number of Applicants Interviewed	Hired?
Other	TVJobs.com	1	<input checked="" type="checkbox"/>
Other	TVJobs.com	2	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>		3	

Videotape Editor

Referral Source		Number of Applicants Interviewed	Hired?
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Internal Candidate	3	<input type="checkbox"/>
Journal Broadcast Group website	1	<input checked="" type="checkbox"/>
Journal Broadcast Group website	1	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>	<b>5</b>	

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*Grand Total*

*72*

# APPLICANT PROVIDERS - Radio & TV Operations

2009-2010

ORGANIZATION	CONTACT	ADDRESS	City, State, Zip Code	PHONE	FAX	PREFERRED METHOD	Positions Posted
24-Hour JBG Jobline	Cathy Prazenica	5257 Fairview Ave. #260	Boise, ID 83706	208-947-5400		<b>Current:</b> cprazenica@journalbroadcastgroup.com	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
ACAP <b>XXX Requested to be added 8/30/07</b> ACS State & Local Solutions (contracted out by Health & Welfare Job Search Assist. Program) <b>Removed 6/17/2009-invalid contact information, cannot find new contact</b>	Kelly Osmond		Ft Rucker, AL	334-255-2558		<a href="mailto:katrina.surratt1@us.army.mil">katrina.surratt1@us.army.mil</a> Eff. 5/26/09: <a href="mailto:rebecca.chandler@uw.army.mil">rebecca.chandler@uw.army.mil</a>	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
	Sue Jones	8414 Fairview Ave.	Boise, ID 83704	208-375-2447	208-375-2358	<b>Current:</b> sue@arborboise.com	Account Executive 1, Director of Sales, Reporter
Albertson College (College of Idaho)	Dora Gallegos	2112 Cleveland Blvd.	Caldwell, ID 83605	208-459-5011		<b>Current:</b> careerservices@albertson.edu or fax to 459-5849	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
<b>American Broadcasting School XXX-requested to be added 11/15/04</b>	Michelle McConnell, Job Placement Director	712 North Watson Road, Suite 200	Arlington, TX 76011	817-695-2474		<b>Current:</b> email to michelle@radioschool.com or fax to 817-695-2838	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
<b>Bates Technical College XXX Requested to be added 5/17/05</b>	Al Hunton	2320 S. 19th Street	Tacoma, WA 98405	253-680-7752		Contact updated 6/13/08 to: fmonroe@bates.ctc.edu	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
Boise Advertising Federation	Update 8-19-08: MadelineRudledge	6105 S. Schooner Pl.	Boise, ID 83716	208-344-1587		updated to hollyfunk@gmail.com on 2/15/06 Updated 8-19-08: <a href="mailto:mrutledge@journalbroadcastgroup.com">mrutledge@journalbroadcastgroup.com</a>	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
Boise State University Career Center	Vickie Coale	1910 University Drive	Boise, ID 83725	208-426-1744		<b>Changed to Web Posting 5/20/08:</b> <a href="http://career.boisestate.edu">http://career.boisestate.edu</a>	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
Boise State University Cultural Center & Women's Center	Evangeline Beaver, Administrative Assistant	1910 University Drive	Boise, ID 83725	208-426-5950	208-426-1391	<b>Current:</b> evangelinebeaver@boisestate.edu	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
Boise State University OELA (Organización de estudiantes Latino Americanas)	Old: Liliana Rodriguez <b>New:</b> Ramon Silva	1910 University Drive	Boise, ID 83725	208-426-3038		<b>Current:</b> rsilva@boisestate.edu	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
Boisehelpwanted.com		One Civic Center Plaza, 506	Poughkeepsie, NY 12601			<b>Post At:</b> www.boisehelpwanted.com	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
<b>Brown College XXX-requested to be added 12-20-04</b>	Rebecca Ewanga(Television Production) or Karol Baumeister (Radio)	1440 Northland Drive	Mendota Heights, MN 55120	651-905-3465	651-905-3555	<b>Post all jobs online at:</b> <a href="http://placement.browncollege.edu">http://placement.browncollege.edu</a> <a href="https://my.browncollege.edu/mycampus/employer/">https://my.browncollege.edu/mycampus/employer/</a> (new website eff 6/30/05) Contact email: rewanga@browncollege.edu or kbaumeister@browncollege.edu	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
<b>Central Michigan University XXX - requested to be added 5-15-06</b>	Peter B. Orlik, PH.D.	340 Moore Hall	Mount Pleasant, MI 48859	989-774-3851	989-774-2426	<a href="mailto:orlik1pb@cmich.edu">orlik1pb@cmich.edu</a>	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
Eastern Idaho Technical College-EITC Career Placement Center	Jason Meldrum	1600 S. 25th E	Idaho Falls, ID 83404	208-524-3000 x3337	208-534-3004	<b>Current:</b> jmeldrum@eitc.edu	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
<b>Emerson College XXX-requested to be added 5-15-06</b>	Dr. Marsha Della-Guistina	113 Gray Street	Arlington, MA 02476	781-646-1077		mdgrtnda@yahoo.com and m_dgiustina@emerson.edu	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
Goods Entertainment	Adam Goodman			800-867-9532	801 460 3100	Email to Adam@GoodsEntertainment.com	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
Hispanic Business Association	Alice Whitney	315 Stampede Drive	Nampa, ID 83687	208-463-4226		<b>Current:</b> info@hbaonline.org Old: Fax 334-6222 or www.jobservice.com Old: cziegler@jobservice.us <b>Current:</b> cziegler@cl.idaho.gov Old:tbogert@women.state.id.us	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
Idaho Commerce & Labor (Boise Office)	Carolyn Ziegler x3285 Todd Edeker x3849	219 W. Main Street	Boise, ID 83735	208-332-3570		<b>Current:</b> cziegler@cl.idaho.gov	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
Idaho Commission on Women's Programs <b>***Removed 10/15/2009, contact no longer exists.</b>	Terri Bogert	P.O. Box 83720	Boise, ID 83720-0111	208-334-2110		<b>Current:</b> <a href="mailto:kitty.kunz@women.idaho.gov">kitty.kunz@women.idaho.gov</a>	Account Executive 1, Account Executive 2, Director of Sales, Photojournalist, Producer/Reporter, Reporter
Idaho Migrant Council	Jennifer Ellis	317 Happy Day Blvd.	Caldwell, ID 83607	208-454-1652		jellis@imcmail.org or fax to 459-0448; updated 10/15/2009;llopez@ccimail.org updated 1/12/2010;rreyes@ccimail.org	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor

# APPLICANT PROVIDERS - Radio & TV Operations

2009-2010

ORGANIZATION	CONTACT	ADDRESS	City, State, Zip Code	PHONE	FAX	PREFERRED METHOD	Positions Posted
Idaho State Broadcasters Association (ISBA)	Connie Searles	Has a link to the Journal Broadcast Group Website and BEDA Website to view all current job postings in organization				<a href="http://www.idahobroadcasters.org/employment.asp">www.idahobroadcasters.org/employment.asp</a>	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
Idaho State University--HALO	Janet	P.O. Box 8801	Pocatello, ID 83209	208-282-0211 208-282-2778		Old: rascraul@isu.edu Current: mcdojane@isu.edu	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
Idaho Women's Network ***Removed 5/17/2010, organization closed.	Charlotte Lanier / Wendy Morgan	P.O. Box 1385	Boise, ID 83701	208-344-5738	208-344-7509	Old: Fax to 344-7509 Old: ksewell@rmci.net Current: wmorgan@velocitus.net	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
Journal Broadcast Group-Corporate	Danielle Huber or Paula Gustin	720 E. Capitol Drive	Milwaukee, WI 53212	414-967-5291		dhuber@journalbroadcastgroup.com or pgustin@journalbroadcastgroup.com	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
Mississippi State University, Dept. of Communication XXX Requested to be added 5/17/05	Karyn Brown	PO Box PF/130 McComas Hall	Mississippi State, MS 39762	662-325-7952		<a href="mailto:kbrown@comm.msstate.edu">kbrown@comm.msstate.edu</a>	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
NAACP-Treasure Valley	Mary Toy	P.O. Box 8436	Boise, ID 83707	208-344-6341		Current: Call or E-mail to mtoy3@hotmail.com	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
National Alliance of State Broadcasters Associations						<a href="http://www.careerpage.org">www.careerpage.org</a>	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
North Idaho College-Career Center	Marilyn Quinn	1000 W. Garden Avenue	Coeur d'Alene, ID 83814	208-769-3297		Current: marilyn_quinn@nic.edu	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
Ohio & Illinois Center for Broadcasting XXX-requested to be added 4/03	Gary James	9885 Rockside Rd., Ste 160	Cleveland, OH 44125	216-503-5900X1104 (Cleveland) 513-271-6060 (Cincinnati)		Current: gary@beonair.com	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
Tvjobs.com and AMFMJobs.com(added 4/18/05)	Mark Holloway	PO Box 4116	Oceanside, CA 93950	760-754-8177		Post At: tvjobs.com Current: e-mail markch@tvjobs.com	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
University of Colorado at Boulder XXX-requested to be added 4-20-04	Beth Gaeddert, Dir Career Services	1511 University Ave. 478 UCB	Boulder, CO 80309	303-492-0460		Current: elizabeth.gaeddert@colorado.edu	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
University of Idaho	Career Services	UI Career Services P.O. Box 441101	Moscow, ID 83844-1101	208-885-6111		Current: career@uidaho.edu	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
University of Iowa - Career Center XXX-requested to be added 5-27-03	Christine Wells E-mail: chris-wells@uiowa.edu	24 Phillips Hall	Iowa City, IA 52242	319-335-1023	319-335-1024	Old: sherryhingen@uiowa.edu Post At: www.myinterfase.com/uiowa/employer/	Account Executive 1, Account Executive 2, Director of Sales, Integrated Media Coordinator, Meteorologist, Reporter
University of North Texas XXX Requested to be added 5/17/05	Phyllis Slocum	PO Box 310589	Denton, TX 76203	940-565-2565		<a href="mailto:slocum@unt.edu">slocum@unt.edu</a>	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
University of Oregon School of Journalism XXX-requested to be added 2/28/05	Bill Morrill	1275 University of Oregon	Eugene, OR 97403			Email to bmorrill@uoregon.edu	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
University of Wisconsin-Oshkosh XXX-requested to be added 11/30/04	11-18-08: New contact is Justine Stokes Al Folker	School of Radio, TV & Film 800 Algoma Blvd.	Oshkosh, WI 54901	920-424-3133		11-18-08: New e-mail contact: stokesj@uwosh.edu folker@uwosh.edu Old: E-mail to cpai@wcaboise.org or Fax to 343-8475 Current: atheberge@wcaboise.org	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
Womens & Children Alliance	Old: Cheryl Paoli Current: April Theberge	720 W. Washington	Boise, ID 83702	208-343-3688		cpai@wcaboise.org or Fax to 343-8475 Current: atheberge@wcaboise.org	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
Working Solutions-Boise	Katie Keshian	1465 S. Vinnell Way	Boise, ID 83709	208-378-9924	208-378-9965	Fax to 378-9965	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor
Working Solutions-Nampa	Landis Rossi	1613 N. Parkcenter Place	Nampa, ID 83651	208-466-2671	208-466-2537	Fax to 466-2537	Account Executive 1, Account Executive 2, Account Executive 3, Director of Sales, Executive Producer, Integrated Media Coordinator, Meteorologist, Photojournalist, Producer/Reporter, Reporter, Sports Director, Videotape editor

XXX Inticates sources that have requested notification of job openings

## Outreach Initiative Record Keeping Worksheet

**Station(s) Claiming Credit:** KIVI-TV, KSAW-TV, KNIN-TV, K27DX, KJOT-FM, KQXR-FM, KRVB-FM, KTHI-FM (KCID-AM, KGEM-AM, stations sold September 25, 2009)

**Type of activity listed under Outreach Initiative worksheet:** #5 Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

**Date of station participation: (on date; from date to date)** 6/1/09 to 5/31/10

**Participating employees:** Rick Kemp (Director of Engineering, radio and TV), Rockwell Smith (Chief Engineer, radio), Jeff Hoffert (Chief Engineer, TV), Neil Vickrey (Engineer TV), Jeremy Nicolato (KQXR-FM Program Director/morning show co-host), Tim Johnstone (KRVB-FM Music Director/morning show co-host).

**Host/Sponsor of activity:** Iowa Central Community College, Boise State University

**Brief description of activity and station participation:** Journal Broadcast Group had two (2) interns from 5/26/09 to 6/1/10, one from Iowa Central Community College, one from Boise State University. The internships were in the following areas:

- Radio Programming
- Radio Engineering
- TV Engineering

What the interns learned:

- Book guests for the KRVB morning show
- Assemble music for on air presentation and preparing it for airplay on KRVB
- Develop KRVB music library for special programming features.
- Procure CD's from record labels for use in on air and on line contesting on KRVB
- Understand basic elements of and participating in audio production for KRVB
- Participate in selecting content for the KRVB website
- Operate the KQXR board
- Be present at KQXR activities and concerts
- Learn the beginning stages of the Selector music program
- KQXR morning show producer, book guests, ensure everything was ready to go when guests came in to the studio, act as the go-between for KQXR and agents lining up interviews
- Radio and TV broadcast engineering with emphasis on transmitters, antennas, troubleshooting

## Outreach Initiative Record Keeping Worksheet

**Station(s) Claiming Credit:** KIVI-TV, K27DX

**Type of activity listed under Outreach Initiative worksheet:** #16 Participation in other activities designed by the station employment unit 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.

**Date of station participation: (on date; from date to date)** 6/11/09 to 10/2/09

**Participating employees:** Lincoln Graves (KIVI-TV morning show co-host), Scott Dorval (TV chief meteorologist), Michelle Stark (KIVI-TV morning show co-host), Michelle Edmonds (TV anchor), Robby Messer (TV news director)

**Host/Sponsor of activity:** Journal Broadcast Group

**Brief description of activity and station participation:** Television employees conducted tours of the KIVI-TV station to Kuna Middle School (6/11/09, 12 people), Homedale Science Camp (6/11/09, 27 people), a Cub Scout troop (6/23/09, 5 people), Middleton Cub Scout Troop (8/14/09, 7 people), Meridian Weeblovs (8/26/09, 10 people), Nampa Scout Troop #139 (8/27/09, 14 people), Nampa Scout Troop #10 (9/23/09, 5 people), Boise Weeblovs Pack #97 (10/2/09, 13 people). Discussion during these tours included employment in the broadcast industry.

## **Outreach Initiative Record Keeping Worksheet**

**Station(s) Claiming Credit:** KIVI-TV, KSAW-TV, KNIN-TV, K27DX, CW+, Mexicanal

**Type of activity listed under Outreach Initiative worksheet: 10.** Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

**Date of station participation: (on date; from date to date)** December 8, 2009

**Participating employees:** Brian Perkins, TV Programming / Traffic Manager

**Host/Sponsor of activity:** Syringa Middle School, Caldwell ID

**Brief description of activity and station participation:** Brian gave a presentation to Doyle Overman's career class at Syringa Middle School in Caldwell. The presentation included basics of how television functions as a business and more detailed information about various careers in broadcasting.

## **Outreach Initiative Record Keeping Worksheet**

**Station(s) Claiming Credit:** KQXR 100.3 FM

**Type of activity listed under Outreach Initiative worksheet:** #16 Participation in other activities designed by the station employment unit 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.

**Date of station participation: (on date; from date to date)** January 14, 2010

**Participating employees:** Jeremi Smith (aka Big J)

**Host/Sponsor of activity:** Boys and Girls Club of Garden City

**Brief description of activity and station participation:** Jeremi spoke to 20 kids at the Boys and Girls Club about working in radio, what types of jobs are available in the radio field and what qualifications are needed for these jobs.

## **Outreach Initiative Record Keeping Worksheet**

**Station(s) Claiming Credit:** KJOT-FM, KQXR-FM, KRVB-FM, KTHI-FM, KIVI-TV, KNIN-TV, K27DX, KSAW-TV, Mexicanal, CW+

**Type of activity listed under Outreach Initiative worksheet:** 1. Participate in at least 4 job fairs by station personnel who have substantial responsibility in the making of hiring decisions. BOISE STATE UNIVERSITY CAREER/JOB FAIR

**Date of station participation: (on date; from date to date)** February 24, 2010, 9 AM to 3 PM

**Participating employees:** Kevin McLaughlin (KTHI-FM Program Director), Brook Bender (radio Local Sales Manager), Sandy Anderson (Integrated Media Director)

**Host/Sponsor of activity:** Boise State University Career Center

**Brief description of activity and station participation:** This event was a local career fair hosted by Boise State University. We participated by providing station profiles, lists of all positions at radio and TV, unpaid internship information, and by answering college students' questions about the field of broadcasting and careers in broadcasting. 27 people signed the guest log at our booth, 19 left a resume, one completed an abbreviated employment application. The areas of interest included radio, integrated media, radio media, marketing, journalism, TV production, sales, production, programming, marketing, English, management, public relations, news writing, any entry level position, administration, DJ, reporter, internship.

## **Outreach Initiative Record Keeping Worksheet**

**Station(s) Claiming Credit:** KJOT-FM, KQXR-FM, KRVB-FM, KTHI-FM, KIVI-TV, KNIN-TV, K27DX, KSAW-TV, Mexicanal, CW+

**Type of activity listed under Outreach Initiative worksheet:** 1. Participate in at least 4 job fairs by station personnel who have substantial responsibility in the making of hiring decisions. NORTHWEST NAZARENE UNIVERSITY CAREER/JOB FAIR

**Date of station participation: (on date; from date to date)** February 25, 2010, 10 AM to 2:30 PM

**Participating employees:** Kevin McLaughlin (KTHI-FM Program Director), Donovan Moore (TV News Production Manager), Brian Perkins (TV Programming / Traffic Manager)

**Host/Sponsor of activity:** Northwest Nazarene University Career Center

**Brief description of activity and station participation:** This event was a local career fair hosted by Northwest Nazarene University. We participated by providing station profiles, lists of all positions at radio and TV, unpaid internship information, and by answering college students' questions about the field of broadcasting and careers in broadcasting. 12 people signed the guest log at our booth. The areas of interest included TV production, movie production, news on camera, radio, internship, radio broadcast, news graphics.

## **Outreach Initiative Record Keeping Worksheet**

**Station(s) Claiming Credit:** KIVI-TV, K27DX

**Type of activity listed under Outreach Initiative worksheet: 16.** Participation in other activities designed by the station employment unit 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.

**Date of station participation: (on date; from date to date)** March 22, 2010

**Participating employees:** Robby Messer, News Director

**Host/Sponsor of activity:** Luke Cavener, Community Relations Specialist, City of Meridian, Idaho

**Brief description of activity and station participation:** Robby spoke for 45 minutes to approximately 20 high school students about television news and jobs in the media.

## **Outreach Initiative Record Keeping Worksheet**

**Station(s) Claiming Credit:** KQXR-FM

**Type of activity listed under Outreach Initiative worksheet:** #16 Participation in other activities designed by the station employment unit 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.

**Date of station participation: (on date; from date to date)** March 25, 2010

**Participating employees:** Jeremy Nicolato, Jeremi Smith

**Host/Sponsor of activity:** Journal Broadcast Group Boise Radio Operations

**Brief description of activity and station participation:** Elias Cline from Jordan Valley High School wanted to find out if a job in broadcasting would be something for him to pursue. He job shadowed the KQXR-FM morning show from 7 a.m. to 10 a.m on March 25, 2010. Station employees showed Elias how to run the console board, showed him a little about Maestrot our automation program and answered all of his questions about our careers in the business and the industry in general.

## **Outreach Initiative Record Keeping Worksheet**

**Station(s) Claiming Credit:** KIVI-TV, K27DX, KJOT-FM, KQXR-FM, KRVB-FM, KTHI-FM

**Type of activity listed under Outreach Initiative worksheet:** #16 Participation in other activities designed by the station employment unit 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.

**Date of station participation: (on date; from date to date)** March 30, 2010

**Participating employees:** Account Executives Dan Wilmot and Scott Holloway

**Host/Sponsor of activity:** Garden Valley High School

**Brief description of activity and station participation:** Job shadow with Alex Bramon; discussed the radio and TV advertising business over lunch; visited TV client Karcher Mall in Nampa and A Tender Heart Home Care in Nampa; Alex observed the Account Executives engage a client in advertising related conversations, leading toward setting appointments and planning production.

## Outreach Initiative Record Keeping Worksheet

**Station(s) Claiming Credit:** KQXR-FM

**Type of activity listed under Outreach Initiative worksheet: #16** Participation in other activities designed by the station employment unit 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.

**Date of station participation: (on date; from date to date)** April 29, 2010

**Participating employees:** Jeremy Nicolato, Jeremi Smith

**Host/Sponsor of activity:** Journal Broadcast Group Boise Radio Operations

**Brief description of activity and station participation:** Garden Valley High School student Justin McCall sat in on a majority of The X morning show. He asked station employees several questions about how they got into the radio business and what kind of programs or schools he should be looking into if he wanted to get into the radio business. He had a chance to watch and hear the announcers conduct a couple of interviews. The station employees showed him some of the technical sides of the industry including how the automation system works, the digital editing software, and the in's and out's of phone call editing.

## **Outreach Initiative Record Keeping Worksheet**

**Station(s) Claiming Credit:** KJOT-FM, KQXR-FM, KRVB-FM, KTHI-FM

**Type of activity listed under Outreach Initiative worksheet:** #16 Participation in other activities designed by the station employment unit 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.

**Date of station participation: (on date; from date to date)** April 29, 2010

**Participating employees:** Kristine Simoni

**Host/Sponsor of activity:** Journal Broadcast Group Boise Radio Operations

**Brief description of activity and station participation:** A Garden Valley High School student came in to discuss job opportunities in radio and what it takes to become a Promotions Director. Station employee discussed day to day tasks, personality skills, and job objectives. The student asked questions about how to get into radio and what it takes to move up in the company. Station employee also talked about opportunities in programming, sales, and traffic as examples of other jobs in the radio industry. The student was shown a variety of promotions related activities including studio performances, obtaining quotes, contesting and proposal writing.

## **Outreach Initiative Record Keeping Worksheet**

**Station(s) Claiming Credit:** KQXR-FM

**Type of activity listed under Outreach Initiative worksheet:** #16 Participation in other activities designed by the station employment unit 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.

**Date of station participation: (on date; from date to date)** May 6, 2010

**Participating employees:** Jeremy Nicolato, Jeremi Smith

**Host/Sponsor of activity;** Journal Broadcast Group Boise Radio Operations

**Brief description of activity and station participation:** An Emmett High School sophomore sat in on the morning show from 7 a.m. to 9 a.m. He asked a myriad of questions about the radio business and how station employees got started. The future of radio and where the industry is headed in the coming years was discussed.