



KBCI-TV

Annual EEO Public File Report

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): KBCI 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 5/22/2008 to and including 5/21/2009 (the "Applicable Period").

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

- A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
- 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;
- The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
- 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
- A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(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 and/or over the telephone.

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EEO Public File Report Appendix 1

Covering the Period from 5/22/2008 to 5/21/2009
Station(s) Comprising Station Employment Unit: KBCI

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Candidate Hired	Total Number of Interviewees from All Sources for This Position
1	Account Executive	Employee Referral	4
2	Weekend Sports Anchor/Reporter	Employee Referral	3
3	Administrative/Sales Assistant	Craig's List- Boise	10
4	News Photographer	KBCI-TV Website	7
5	Sports Director	Internal Employee	4
6	Newscast Director	Previous Applicant	3
7	Promotion Director	KBCI-TV Website	6
8	News Photographer	Employee Referral	9
9	Account Executive	Employee Referral	4
10	Production Assistant	KBCI-TV Website	3
11	Assignment Desk Manager	Internal Employee	3
12	News Producer	TVJobs.com	6
13	Business Manager	Idaho Commerce & Labor	4
14	AM News Anchor	Employee Referral	4
15	News Photographer	TVJobs.com	6
16	News Editor	Craig's List- Boise	5
17	General Sales Manager	Previous Applicant	3
18	Multi-Platform Journalist	TVJobs.com	6

Total Number of Persons Interviewed During Reporting Period: 90

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EEO Public File Report Appendix 2

Covering the Period from 5/22/2008 to 5/21/2009
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Section 2: Recruitment Source Information

	Recruitment Source (Name, Contact Person, Address, Telephone Number)	Total Number of Interviewees Provided During This Period (If Any)	Full-Time Positions for Which This Source Was Utilized
A	Boise State University Career Center career@boisestate.edu Debbie Kaylor, Director 1173 University Drive Boise, ID 83725 (208) 426-1747 http://career.boisestate.edu	3	Jobs 1 through 18 inclusive
B	California Broadcasters Association Stan Statham, President 915 L Street, Ste. 1150 Sacramento, CA 95814 SStatham@yourCBA.com (916) 444-2237 http://www.cabroadcasters.org	0	Jobs 1 through 18 inclusive
C	California Chicano News Media Association Sylvia Wells, Office Manager USC Annenberg School of Journalism 300 S. Grand Ave., Suite 3950 Los Angeles, CA 90071-8110 (213) 437-4408 ccnmainfo@ccnma.org http://www.ccnma.org	0	Jobs 1 through 18 inclusive
D	Collegiate Broadcasters, Inc. Randyll Yoder, Secretary/Treasurer PO Box D Austin, TX 78713 (877) ASK-CBI1 yoderr@etown.edu	0	Jobs 1 through 18 inclusive
E	Craig's List- Boise http://boise.craigslist.org	8	Jobs 1 through 18 inclusive
F	Idaho Commerce & Labor Derek Harris, Manager 219 W Main Street Boise, ID 83735 boisemail@cl.idaho.gov (208) 332-3570 http://labor.idaho.gov	4	Jobs 1 through 18 inclusive
G	Idaho State Broadcasters Association Connie Searles, CEO & President 270 N. 27th Street, Ste. B Boise, ID 83702	0	Jobs 1 through 18 inclusive

	isba@qwestoffice.net (208) 345-3072 www.careerpage.org		
H	Idaho State University David Miller, Director Campus Box 8108 Pocatello, ID 83209 milldave@isu.edu (208) 282-2380 https://www.myinterfase.com/isu/employer	0	Jobs 1 through 18 inclusive
I	KBCI-TV Website Amanda Kraske, HR Generalist 140 N. 16 th Street Boise, ID 83702 (208) 472-2222 http://www.fsci.com/joblist.asp?Location=1	13	Jobs 1 through 18 inclusive
J	KBCI Company Bulletin Board Amanda Kraske, HR Generalist 140 N. 16 th Street Boise, ID 83702 (208) 472-2222	3	Jobs 1 through 18 inclusive
K	Medialine Mark Shilstone, Manager PO Box 51909 Pacific Grove, CA 93950 (800) 237-8073 medialine@medialine.com http://www.medialine.com	0	Jobs 1 through 18 inclusive
L	Montana Broadcasters Association Gregory Macdonald, President/CEO HC 70 Box 98 Bonner, Mt 59823 (406) 244-4622 mba@mtbroadcasters.org http://careerservices.nabj.org/employers	0	Jobs 1 through 18 inclusive
M	National Association of Broadcasters Education Foundation Career Services and Recruitment 1771 N. Street NW Washington, DC 20036 (208) 429-5300 nabef@nab.org http://www.nab.org	1	Jobs 3, 4, 5, 9
N	National Association of Hispanic Journalists Iván Román, Executive Director 1000 National Press Building 529 14th St., NW Washington, DC 20045-2001 (202) 662-7145 jobbank@nahj.org http://www.nahj.org/jobbank/jobbank.shtml	0	Jobs 1 through 18 inclusive
O	National Lesbian And Gay Journalist Association Angie Young, Programs Coordinator 1420 K Street NW Suite 910 Washington D.C. 20005 (202) 588-9888 info@nlgja.org www.nlgja.org/membership/faq_job_board.html	0	Jobs 1 through 18 inclusive
P	Nevada Broadcasters Association Robert D. Fisher, NBA President/CEO	0	Jobs 1 through 18 inclusive

	1050 E. Flamingo Road Ste 110 Las Vegas, NV (702) 794-4994 RDFNBA@aol.com http://www.nevadabroadcasters.org		
Q	North American Agricultural Journalists Kathleen Phillips, Executive Secretary/Treasurer Texas A&M University 6434 Hurta Lane Bryan, Texas 77808 (979) 845-2872 ka-phillips@tamu.edu http://www.naaj.net	0	Jobs 1 through 18 inclusive
R	Oregon Association Of Broadcasters Bill Johnston, President/CEO 7150 S.W. Hampton Street, Suite 240 Portland, OR 97223- 8366 (503) 443-2299 theoab@theoab.org http://www.theoab.org	0	Jobs 1 through 18 inclusive
S	Treasure Valley Community College Eric Ellis, Coordinator KMBA-TV Channel 19 Ontario, Oregon 541-881-8822 Ext. 343 eellis@tvcc.cc http://www.tvcc.cc.or.us	0	Jobs 1 through 18 inclusive
T	TVJobs.com Mark C. Holloway, CEO PO Box 4116 Oceanside, CA 92052 (877)988-9808 http://www.tvjobs.com/postjobs	20	Jobs 1 through 18 inclusive
U	University of Idaho Noell Kinyon, Employee Relations Specialist PO Box 442534 Moscow, ID 83844-2534 nkinyon@uidaho.edu (208)885-6121 https://uidaho-csm.symplicity.com/employers/	0	Jobs 1 through 18 inclusive
V	Utah Broadcasters Association Mr. Dale Zabriski, President/CEO 1600 S Main Street Salt Lake City, UT 84115 (801) 476-8789 jobsuba@gmail.com www.utahbroadcasters.com	0	Jobs 1 through 18 inclusive
W	Washington State Association of Broadcasters Mark Allen, President & CEO 724 Columbia Street N.W., Suite 310 Olympia, WA 98501- 1249 (360) 705-0774 sandiewsab@earthlink.net http://www.wsab.org/index.html	0	Jobs 1 through 18 inclusive
X	Referrals, including word of mouth and/or employee	18	Jobs 1 through 18 inclusive

Y	Lorna Dave Agency John Derr, Talent Agent PO Box 368 Fogelsville, PA 18051-0368 (610) 248-1317 http://www.lornadave.com/index.html	2	Job 14
Z	Previous Applicant	8	
AA	Unknown	10	

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Appendix 3

Covering the Period from 5/22/2008 to 5/21/2009
Station(s) Comprising Station Employment Unit: KBCI

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities

- Participation in the Fisher Broadcasting Minority Scholarship Program. Fisher Broadcasting has sought to attract minority students into careers in broadcasting with annual scholarships. The scholarships have included training programs in technical areas and on-air. Applicants must be enrolled in a broadcast, marketing or journalism curriculum. Some scholarship recipients also take an internship at one of the stations, depending on their area of interest. Representing KBCI on the committee in selecting recipients was Human Resources Generalist, Amanda Kraske.
- KBCI-TV established a summer intership program for college students interested in persuing a career in Journalist, Broadcasting, and/or Communications. The intership program allowed four students to have hands-on experience in the day-to-day functions of a News station, allowing them to aquire skills needed for their future careers.
- Every full-time opening is listed in a job bank or newsletter of a media group whose membership includes substantial participation of women and minorities.
- KBCI-TV hosted a booth in the Boise State University Job Fair on February 25, 2009. Attended by HR Generalist, Special Projects Coordinator, Administrative Assistant and Business Manager.