

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

**Annual EEO Public File Report**  
June 1, 2007-May 31, 2008

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 KIVI-TV, K27DX, KJOT-FM, KQXR-FM, KRVB-FM, KTHI-FM, KCID-AM, KGEM-AM (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/Account Manager Group 1

Referral Source	Number of Applicants Interviewed	Hired?
Employee Referral	1	<input checked="" type="checkbox"/>
Employee Referral	6	<input type="checkbox"/>
Unsolicited	1	<input checked="" type="checkbox"/>
Unsolicited	1	<input type="checkbox"/>
Word of mouth	1	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>	<b>10</b>	

Account Executive/Account Manager Group 2

Referral Source	Number of Applicants Interviewed	Hired?
Employee Referral	2	<input type="checkbox"/>
Word of mouth	2	<input type="checkbox"/>
Word of mouth                      Agency referral	1	<input checked="" type="checkbox"/>
Word of mouth                      Client referral	1	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>	<b>6</b>	

Business Operations Coordinator

Referral Source	Number of Applicants Interviewed	Hired?
Internal Candidate	2	<input type="checkbox"/>
Journal Broadcast Group website	1	<input checked="" type="checkbox"/>
Other                                      Idaho Commerce & La	3	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>	<b>6</b>	

Commercial Producer Group 1

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

Commercial Producer Group 2

<b>Referral Source</b>	<b>Number of Applicants Interviewed</b>	<b>Hired?</b>
Journal Broadcast Group website	1	<input checked="" type="checkbox"/>
Journal Broadcast Group website	3	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>	4	

Editor

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

Integrated Media Coordinator

<b>Referral Source</b>	<b>Number of Applicants Interviewed</b>	<b>Hired?</b>	
Employee Referral	1	<input checked="" type="checkbox"/>	
Employee Referral	3	<input type="checkbox"/>	
Other	Regional Help Wanted	2	<input type="checkbox"/>
Word of mouth		1	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>		7	

Marketing Producer

<b>Referral Source</b>	<b>Number of Applicants Interviewed</b>	<b>Hired?</b>
Journal Broadcast Group website	1	<input checked="" type="checkbox"/>
Journal Broadcast Group website	2	<input type="checkbox"/>
Word of mouth	1	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>	4	

Master Control Operator Group 1

<b>Referral Source</b>	<b>Number of Applicants Interviewed</b>	<b>Hired?</b>	
Employee Referral	1	<input checked="" type="checkbox"/>	
Other	Boisejobs.com	1	<input type="checkbox"/>
Walk-in		1	<input type="checkbox"/>

**Number of Applicants Interviewed** 3

Master Control Operator Group 2

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

News Anchor/Reporter

<b>Referral Source</b>	<b>Number of Applicants Interviewed</b>	<b>Hired?</b>
Journal Broadcast Group website	1	<input checked="" type="checkbox"/>
Journal Broadcast Group website	1	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>	2	

Newscast Director

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

Producer Group 1

<b>Referral Source</b>	<b>Number of Applicants Interviewed</b>	<b>Hired?</b>
Employee Referral	1	<input type="checkbox"/>
Journal Broadcast Group website	1	<input checked="" type="checkbox"/>
Journal Broadcast Group website	1	<input type="checkbox"/>
Other	Boise State University 1	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>	4	

Producer Group 2

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

Program Director

<b>Referral Source</b>	<b>Number of Applicants Interviewed</b>	<b>Hired?</b>
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Internal Candidate		1	<input type="checkbox"/>
Journal Broadcast Group website		3	<input type="checkbox"/>
Other	All Access	1	<input checked="" type="checkbox"/>
Other	All Access	3	<input type="checkbox"/>
Word of mouth		1	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>		<b>9</b>	

Receptionist

<b>Referral Source</b>		<b>Number of Applicants Interviewed</b>	<b>Hired?</b>
Employee Referral		1	<input type="checkbox"/>
Journal Broadcast Group website		1	<input type="checkbox"/>
Other	Boisehelpwanted.com	2	<input type="checkbox"/>
Other	ID Dept. of Labor	1	<input checked="" type="checkbox"/>
Other	ID Dept. of Labor	4	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>		<b>9</b>	

Reporter

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

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*Grand Total* 79

Boise EEO Contact List  
2007-2008

Organization	Address	City, State, Zip	Phone	Fax	E-mail	Contact Person	Positions Posted
ACAP <b>XXX Requested to be added 8/30/07</b>	ACAP Center	Ft. Rucker, AL	(334) 255-2558		<a href="mailto:katrina.surratt1@us.army.mil">katrina.surratt1@us.army.mil</a>	Katrina Surratt	Account Executive Group 2, Commercial Producer 2, Integrated Media Coordinator, Marketing Producer, Master Control Operator 2, News Anchor/Reporter,
ACS State & Local Solutions	8414 Fairview Ave.	Boise, ID 83704	(208) 375-2447	(208) 375-2358	<a href="mailto:sue@arborboise.com">sue@arborboise.com</a>	Sue Jones	Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter
Albertson College	2112 Cleveland Blvd.	Caldwell, ID 83605	(208) 459-5011	(208) 459-5849	<a href="mailto:careerservices@albertson.edu">careerservices@albertson.edu</a>	Dora Gallegos	Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter
American Broadcasting School <b>XXX Requested to be added</b>	712 North Watson Road, Suite 200	Arlington, TX 76011	(817) 695-2474	(817) 695-2838	<a href="mailto:michelle@radioschool.com">michelle@radioschool.com</a>	Michelle McConnell	Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter
Bates Technical College <b>XXX Requested to be added 5/17/05</b>	2320 S. 19th St.	Tacoma, WA 98405	(253) 680-7752		<a href="mailto:ahunton@bates.ctc.edu">ahunton@bates.ctc.edu</a>	Al Hunton	Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter
Boise Advertising Federation	6105 S. Schooner Pl.	Boise, ID 83716	(208) 344-1587		<a href="mailto:victor@platinumadgroup.com">victor@platinumadgroup.com</a>	Victor Obenauf	Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter
Boise State University Career Center	1910 University Dr.	Boise ID 83725	(208) 426-1747		<a href="mailto:career@boisestate.edu">career@boisestate.edu</a>	Carol Hines	Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter

Boise EEO Contact List  
2007-2008

Organization	Address	City, State, Zip	Phone	Fax	E-mail	Contact Person	Positions Posted
Boise State University Cultural Center & Women's Center	1910 University Dr.	Boise ID 83725	(208) 426-5950	(208) 426-1391	<a href="mailto:evangelinebeaver@boisestate.edu">evangelinebeaver@boisestate.edu</a>	Evangeline Beaver	Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter
Boise State University OELA (Organización de estudiantes Latino Americanas)	1910 University Dr.	Boise ID 83725	(208) 426-3038		<a href="mailto:rsilva@boisestate.edu">rsilva@boisestate.edu</a>	Ramon Silva	Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter
Boisehelpwanted.com	One Civic Plaza, Suite 506	Poughkeepsie, NY 12601	(800) 365-8630		<a href="http://www.boisehelpwanted.com">www.boisehelpwanted.com</a>		Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter
Brown College <b>XXX Requested to be added 12/20/04</b>	1440 Northland Drive	Mendota Heights, MN 55120	(651) 905-3465	(651) 905-3555	<a href="https://my.browncollege.edu/mycampus/employer">https://my.browncollege.edu/mycampus/employer</a>	Rebecca Ewanga	Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter
Central Michigan University <b>XXX Requested to be added 5/19/05</b>	340 Moore Hall	Mount Pleasant, MI 48859	(989) 774-3851	(989) 774-2426	<a href="mailto:orlik1pb@cmich.edu">orlik1pb@cmich.edu</a>	Peter B. Orlik	Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter
Eastern Idaho Technical College- Career Placement Center	1600 S. 25th E.	Idaho Falls ID 83404	(208) 524-3000	(208) 534-3004	<a href="mailto:jmeldrum@eitc.edu">jmeldrum@eitc.edu</a>	Jason Meldrum	Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter

Boise EEO Contact List  
2007-2008

Organization	Address	City, State, Zip	Phone	Fax	E-mail	Contact Person	Positions Posted
Emerson College <b>XXX Requested to be added 5/15/06</b>	113 Gray St.	Arlington, MA 02476	(781) 646-1077		mdgrtnda@yahoo.com; m_dgiustina@emerson.edu; matthew_cardin@emerson.edu	Dr. Marsha Della-Guistina	Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter
Goods Entertainment		Weston, CT	(800) 867-9532		<a href="mailto:Adam@GoodsEntertainment.com">Adam@GoodsEntertainment.com</a>	Adam Goodman	Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter
Hispanic Business Association	315 Stampede Dr.	Nampa ID 83687	(208) 463-4226		<a href="mailto:info@hbaonline.org">info@hbaonline.org</a>	Alice Whitney	Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter
Idaho Commerce & Labor	219 W. Main St.	Boise ID 83735	(208) 332-3570	(208) 334-6222	<a href="mailto:ctieglar@cl.idaho.gov">ctieglar@cl.idaho.gov</a>	Carolyn Ziegler	Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter
Idaho Commission on Women's Programs	P.O. Box 83720	Boise ID 83720-0111	(208) 334-2110		<a href="mailto:tbogert@women.state.id.us">tbogert@women.state.id.us</a>	Terri Bogert	Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter
Idaho Migrant Council	317 Happy Day Blvd.	Caldwell ID 83607	(208) 454-1652	(208) 459-0448	<a href="mailto:jellis@imcmail.org">jellis@imcmail.org</a>	Jennifer Ellis	Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter

Boise EEO Contact List  
2007-2008

Organization	Address	City, State, Zip	Phone	Fax	E-mail	Contact Person	Positions Posted
Idaho State University--HALO	P.O. Box 8801	Pocatello ID 83209	(208) 282-0211	(208) 282-2778	<a href="mailto:careers@isu.edu">careers@isu.edu</a>	Janet	Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter
Idaho Women's Network	P.O. Box 1385	Boise ID 83701	(208) 344-5738	(208) 344-7509	<a href="mailto:wmorgan@velocitus.net">wmorgan@velocitus.net</a>	Wendy Morgan	Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter
Journal Broadcast Group	720 E. Capitol Dr.	Milwaukee, WI	(414) 967-5291		<a href="mailto:jobs@journalbroadcastgroup.com">jobs@journalbroadcastgroup.com</a>		Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter
Mississippi State University <b>XXX Requested to be added 5/17/05</b>	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>	Karyn Brown	Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter
NAACP	492 Hibiscus St.	Boise, ID 83706	(208) 344-6341	(208) 232-3242	<a href="mailto:mary.toy@publicis-usa.com">mary.toy@publicis-usa.com</a>	Mary Toy	Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter
NABEF	1711 N. St. NW	Washington, DC 20036	(202) 429-5498		<a href="http://www.nabef.org">post at www.nabef.org</a>		Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, News Anchor/Reporter, Newscast Director, Producer 1, Program Director, Receptionist, Reporter
National Alliance of State Broadcasters Associations					<a href="http://www.careerpage.org">www.careerpage.org</a>		Account Executive Group 2, Commercial Producer 1, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter

Boise EEO Contact List  
2007-2008

Organization	Address	City, State, Zip	Phone	Fax	E-mail	Contact Person	Positions Posted
North Idaho College-Career Center	1000 W. Garden Ave.	Coeur d' Alene, ID 83814	(208) 769-3297		<a href="mailto:marilyn_quinn@nic.edu">marilyn_quinn@nic.edu</a>	Marilyn Quinn	Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter
Ohio & Illinois Center for Broadcasting <b>XXX Requested to be added 4/03</b>	9000 Sweet Valley Dr.	Valley View Ohio 44125	(216) 447-9117	(630) 916-1700	<a href="mailto:gary@beonair.com">gary@beonair.com</a>	Gary James	Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter
Tvjobs.com and AMFMJobs.com	PO Box 4116	Oceanside, CA 93950	(800) 374-0119		<a href="mailto:markch@tvjobs.com">markch@tvjobs.com</a>	employment services	Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter
University of Colorado at Boulder <b>XXX Requested to be added 4/20/04</b>	1511 University Ave.	Boulder, CO 80309-0478	(303) 492-0460	(303) 492-0969	<a href="mailto:Elizabeth.gaeddert@colorado.edu">Elizabeth.gaeddert@colorado.edu</a>	Beth Gaeddert	Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter
University of Idaho	P.O. Box 441101	Moscow ID 83844-1101	(208) 885-6111	(208) 885-9494	<a href="mailto:career@uidaho.edu">career@uidaho.edu</a>	Career Services	Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter
University of Iowa (positions requiring Bachelor's degrees only) <b>XXX Requested to be added 5/27/03</b>	24 Phillips Hall	Iowa City, Iowa 52242	(319) 335-1024	(319) 335-1029	<a href="https://www.myinterfase.com/uiowa/employer/">https://www.myinterfase.com/uiowa/employer/</a>	Christine Wells	Account Executive Group 2, Integrated Media Coordinator, Marketing Producer,

Boise EEO Contact List  
2007-2008

Organization	Address	City, State, Zip	Phone	Fax	E-mail	Contact Person	Positions Posted
University of North Texas <b>XXX Requested to be added 5/17/05</b>	PO Box 310589	Denton, TX 76203	(940) 565-2565		<a href="mailto:slocum@unt.edu">slocum@unt.edu</a>	Phyllis Slocum	Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter
University of Oregon School of Journalism <b>XXX Requested to be added</b>	1275 University of Oregon	Eugene, OR 97403	(541) 346-2171		<a href="mailto:bmorrill@uoregon.edu">bmorrill@uoregon.edu</a>	Bill Morrill	Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter
University of Wisconsin-Oshkosh Radio, TV & Film <b>XXX Requested to be added 11/30/04</b>	800 Algoma Boulevard	Oshkosh, WI 54901	(920) 424-3131		<a href="mailto:folker@uwosh.edu">folker@uwosh.edu</a>	Al Folker	Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter
Womens & Children Alliance	720 W. Washington	Boise ID 83702	(208) 343-3688		<a href="mailto:jcain@wcaboise.org">jcain@wcaboise.org</a>	Jaime Cain	Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter
Working Solutions-Boise	1465 S. Vinnell Way	Boise ID 83709	(208) 378-9924	(208) 378-9965		Katie Keshian	Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter
Working Solutions-Nampa	1613 N. Parkcenter Pl.	Nampa ID 83651	(208) 466-2671	(208) 466-2537		Landis Rossi	Account Executive Group 1, Account Executive Group 2, Business Operations Coordinator, Commercial Producer 1, Commercial Producer 2, Editor, Integrated Media Coordinator, Marketing Producer, Master Control Operator 1, Master Control Operator 2, News Anchor/Reporter, Newscast Director, Producer 1, Producer 2, Program Director, Receptionist, Reporter

**Additional Recruitment Sources****Boise, ID****2007-2008**

<u>Organization</u>	<u>Method</u>	<u>Address</u>	<u>Phone</u>	<u>Email/Fax</u>	<u>Contact</u>	<u>Positions</u>
Monster.com	website			<a href="http://www.monster.com">www.monster.com</a>		Commercial Producer 2,
Boise State Univ - BroncoJobs	website			<a href="https://boisestate-csm.symplicity.com/employers">https://boisestate-csm.symplicity.com/employers</a>		Account Executive Group 2, Commercial Producer 2, Marketing Producer, News Anchor/Reporter,
BoiseJobLine.com	website			<a href="http://www.boisejobline.com">www.boisejobline.com</a>		Account Executive Group 2, Marketing Producer
TVSpy.com	website			<a href="http://www.tvspy.com">www.tvspy.com</a>		Commercial Producer 2, Editor, Intregated Media Coordinator, Master Control Operator 2, News Anchor/Reporter, Producer 2
Spotsndots.com	email			<a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a>		Integrated Media Coordinator,
National Association of	website			<a href="http://www.nab.org">www.nab.org</a>		Master Control Operator 2
allaccess.com	website			<a href="http://www.allaccess.com">www.allaccess.com</a>		Program Director



## EEO Internship Form

Name of Intern: Dusty Nicole Hawkins

Name of School Attending: Blackburn College, Carlinville, IL

Start Date: 5/16/07

End Date: 8/10/07

Credits Received: yes

Department Interning For: Sales

Duties Performed: Revised station marketing pieces and remote one-sheets, office and on-site support for both our K-Hits Birthday Bash Free Concert and the X-fest concert.



## EEO Internship Form

Name of Intern: Annelise Driflot

Name of School Attending: Boise State University

Start Date: 5/20/07

End Date: 8/3/07

Credits Received: 2

Department Interning For: Promotions, Programming, Production

Duties Performed: Assisted at KTHI's Birthday Bash concert ticket hits and with Birthday Bash concert prep work and concert day set up. Did production work with Brian Rodgers. Co-hosted on air KTHI with KJ Mac (filling in for Tracy & Margo) July 30 to August 3. Assisted Sales with Brand Builder database and mailings. Assisted Sandy Anderson with KRVB's Easter Egg-stravaganza - pre-event and onsite at the event.



## EEO Internship Form

Name of Intern: Jaclyn Brandt

Name of School Attending: Boise State University

Start Date: May 21, 2007

End Date: July 27, 2007

Credits Received: 3

Department Interning For: Programming

Duties Performed: On-air work (morning show specific), programming assistance, promotional assistance.

## Outreach Initiative Record Keeping Worksheet

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

**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)** September 21, 2007

**Participating employees:** Kristine Simoni, Promotions Manager

**Host/Sponsor of activity:** Jeanne Taseman, careers teacher at Meridian Academy (an alternative high school, part of Meridian school district).

**Brief description of activity and station participation:** Nine students from Meridian Academy (Juniors and Seniors) are learning about jobs in the market. They came in for a station tour and asked questions about the various jobs in radio (what education is required for each position, salary ranges, what benefits the company offers). The students were broken up into groups of three, each group was given an "assignment" to write a :30 second radio commercial. Kristine supplied them with the business and copy points from which they had to create the copy. Two DJ's "judged" the best commercial written by the students. The winning team received station t-shirts.

## **Outreach Initiative Record Keeping Worksheet**

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

**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)** September 6, 2007

**Participating employees:** Kristine Simoni, Promotions Director

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

**Brief description of activity and station participation:** Geoff Renstrom, Boise State University Marketing Communications major, came in to interview Kristine for a school paper on marketing, PR and promotions. In addition, he job shadowed Kristine for half a day. During this time the two discussed how marketing has changed for radio over the years and how Journal Broadcast Group has adapted to these changes. Kristine's day to day activities were discussed as were some of the projects she works on in the community in her role as a board member for the Family Advocate Program. Geoff asked questions about getting into the radio business and what is needed in today's environment - job skills, computer programs, personal skills, abilities.

## **Outreach Initiative Record Keeping Worksheet**

**Station(s) Claiming Credit:** KJOT-FM, KQXR-FM, KRVB-FM, KTHI-FM  
KCID-AM, KGEM-AM, KIVI-TV, KSAW-TV

**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)** 9/26/07, 9 AM to 3 PM

**Participating employees:** Kevin McLaughlin (KTHI-FM Program Director), David Sparks (KJOT-FM Program Director), Rick Kemp (radio/TV Director of Engineering), Sandy Anderson (radio/ TV Integrated Media Sales Manager), Brook Bender (radio Local Sales Manager)

**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, 86 employers and approximately 1000 attendees. Attendance was down from their prior fair but this the first time in a number of years that they held a Career Fair in the fall and they were pleased with the turnout from employers and students.

We participated by providing station profiles, copies of all open job positions and by answering college students' questions about the field of broadcasting and potential careers. Radio station representatives met and interviewed a variety of Boise State University students with interests in a broadcasting career. The areas of interest included editing, photo journalism, marketing, public relations, production, communications, journalism, sales, shooting, lighting, video production, TV, radio.

49 people signed the guest log at our booth and 17 left a resume.

## Outreach Initiative Record Keeping Worksheet

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

**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)** October 1, 2007

**Participating employees:** Brian Perkins, Traffic Manager

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

**Brief description of activity and station participation:** At the teacher's invitation, Brian visited Doyle Overman's seventh grade careers class. He provided a brief explanation of his job, how television ratings work, and what levels of education are required for various careers in television. He answered student questions for half an hour.

## **Outreach Initiative Record Keeping Worksheet**

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

**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)** 10/15/07

**Participating employees:** Greg Giersch, General Sales Manager

**Host/Sponsor of activity:** Caroline Blakeslee, Individualized Marketing Services, Boise State University

**Brief description of activity and station participation:**

Greg Giersch was the guest speaker at Boise State University's Professional Selling class. He talked to 25 students about the real life applications of sales in the broadcast industry and specifically media advertising sales; and about working conditions, pay and how Journal Broadcast Group approaches sales with their clients.

## **Outreach Initiative Record Keeping Worksheet**

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

**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)** October 27, 2007

**Participating employees:** Kendra Martinez, Steven Shaw, Jon Bobango, Michelle Stark, Scott Dorval, Andrew Townsend, Troy Watters, James Cowan, Brett Ineck, Ken Constant

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

**Brief description of activity and station participation:** Avalon Martinez shadowed executive producer overseeing evening newscasts. Learned about rundowns and duties of producers, photographers, reporters, editors, directors and studio crew. Watched the live broadcasts of the 5 PM, the 6 PM and the 6:30 PM newscasts.

## **Outreach Initiative Record Keeping Worksheet**

**Station(s) Claiming Credit:** KJOT-FM, KQXR-FM, KRVB-FM, KTHI-FM  
KCID-AM, KGEM-AM, KIVI-TV, KSAW-TV

**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.

**Date of station participation: (on date; from date to date)** Online from 10/22/07 through 10/28/07

**Participating employees:** Cathy Prazenica (Office Manager Boise Radio & TV Operations)

**Host/Sponsor of activity:** Brown College, Mendota Heights MN

**Brief description of activity and station participation:** This event was an online career fair. Cathy posted job descriptions for all open positions (Account Executive, Integrated Media Coordinator, Commercial Producer, Morning Weathercaster, Production Specialist, News Anchor / Reporter) on the appropriate website for viewing by interested parties during the 7 day online fair. As of October 30, 2007 we have received no resumes as a result of the online fair.



## EEO Internship Form

Name of Intern: Brent Albrecht

Name of School Attending: Boise State University

Start Date: 11/1/07

End Date: 12/19/07

Credits Received: 1.0

Department Interning For: KQXR-FM Programming Department

Duties Performed: Brent was a key member of our "X Street Team". He was present at all X concerts over the span of his internship and took part in all the X Sessions at the station as well. When he had the time, Brent also assisted with Morning Show research, music meetings and general station tasks. Brent was supervised by Jeremy Nicolato, KQXR program director.



## EEO Internship Form

Name of Intern: Heather Richardson

Name of School Attending: Boise State University

Start Date: January 23, 2008

End Date: May 9, 2008

Credits Received: 3

Department Interning For: Production Department

Duties Performed: Producing radio commercials, writing copy for commercials, dubbing barter materials on a weekly basis, filing completed production orders into client folders, other miscellaneous technical projects for production purposes

## **Outreach Initiative Record Keeping Worksheet**

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

**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)** October 27, 2007

**Participating employees:** Kendra Martinez, Steven Shaw, Jon Bobango, Michelle Stark, Scott Dorval, Andrew Townsend, Troy Watters, James Cowan, Brett Ineck, Ken Constant

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

**Brief description of activity and station participation:** Jamie Hooten shadowed executive producer overseeing evening newscasts. Learned about rundowns and duties of producers, photographers, reporters, editors, directors and studio crew. Watched the live broadcasts of the 5 PM, the 6 PM and the 6:30 PM newscasts.

## **Outreach Initiative Record Keeping Worksheet**

**Station(s) Claiming Credit:** KIVI-TV, 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)** 3/16/08 to 4/26/08

**Participating employees:** Kristine Simoni (Promotions Manager), Dan McColly (Operations Manager), Greg Giersch (General Sales Manager - Radio), Ken Ritchie (General Sales Manager – TV)

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

**Brief description of activity and station participation:** Journal Broadcast Group's Idaho radio and TV operations was chosen by ABC to participate in Oprah's Big Give. We named the charity (Treasure Valley Boys & Girls Clubs) which will receive \$10,000 from Oprah Winfrey. In conjunction with this we are conducting a contest for area teens (ages 13 to 18) to win \$500 for the best TV or radio commercial that promotes the Boys & Girls Clubs. The winning TV spot will air on Today's Channel 6 and the winning radio spot will air on 100.3 The X, J105, 94.9 The River and 107.1 K-HITS – during the week of April 20. The contest gives local teens the opportunity to be part of Oprah's Big Give for the Treasure Valley Boys & Girls Clubs and to exercise their creativity in the world of media advertising. The promotion is publicized on our TV and radio websites and there was an article in the Idaho Statesman about the promotion / contest.

## **Outreach Initiative Record Keeping Worksheet**

**Station(s) Claiming Credit:** KJOT-FM, KQXR-FM, KRVB-FM, KTHI-FM  
KCID-AM, KGEM-AM, KIVI-TV, KSAW-TV

**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)** 2/20/08, 9 AM to 3 PM

**Participating employees:** Kevin McLaughlin (KTHI-FM Program Director), David Sparks (KJOT-FM Program Director), Greg Giersch (radio General Sales Manager), Brook Bender (radio Local Sales Manager)

**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, 93 employers and approximately 1200 attendees.

We participated by providing station profiles, copies of all open job positions and by answering college students' questions about the field of broadcasting and potential careers. Radio station representatives met and interviewed a variety of Boise State University students with interests in a broadcasting career. The areas of interest included editing, photo journalism, marketing, public relations, production, communications, journalism, sales, shooting, lighting, video production, TV, radio.

30 people signed the guest log at our booth and 5 left a resume.

## **Outreach Initiative Record Keeping Worksheet**

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

**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)** March 30, 2008

**Participating employees:** Greg Giersch, General Sales Manager

**Host/Sponsor of activity:** Caroline Blakeslee, Individualized Marketing Services, Boise State University

**Brief description of activity and station participation:**

Greg Giersch was the guest speaker at Boise State University's Professional Selling class. He talked to 25 students about the real life applications of sales in the broadcast industry and specifically media advertising sales. He also spoke about working conditions, pay, and how Journal Broadcast Group approaches sales with their clients.

## **Outreach Initiative Record Keeping Worksheet**

**Station(s) Claiming Credit:** KCID-AM, KGEM-AM, 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 24, 2008

**Participating employees:** Bob Rosenthal (VP/GM)

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

**Brief description of activity and station participation:** Brian Huckabee and his Community Partnerships' sponsor, Jeannie Thibault, spent one hour at radio with VP/GM Bob Rosenthal who conducted a general tour of the station and provided information about broadcasting jobs, career opportunities and what it takes to be successful. Brian had tested high for a broadcasting career.

## Outreach Initiative Record Keeping Worksheet

**Station(s) Claiming Credit:** KIVI-TV, KSAW-TV, KJOT-FM, KQXR-FM, KRVB-FM, KTHI-FM  
KCID-AM, KGEM-AM

**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 FAIR

**Date of station participation: (on date; from date to date)** 2-28-08, 10 AM - 2:30 PM

**Participating employees:** Scott Picken (News Director KIVI-TV), Brian Perkins (Traffic / Programming Manager KIVI-TV), Sandy Anderson (Integrated Media Director, Idaho radio & TV), Brook Bender (Idaho radio Local Sales Manager), Kevin McLaughlin (Program Director KTHI-FM), David Sparks (Program Director KJOT-FM), Greg Giersch (radio General Sales Manager)

**Host/Sponsor of activity:** Northwest Nazarene University Career Center, Dianna Gunderson Director

**Brief description of activity and station participation:** Station representatives met and interviewed a variety of Northwest Nazarene University students with interests in a broadcasting career. Two people left a resume at the Journal Broadcast Group booth.

Greg Giersch conducted a seminar for five students on the best ways to increase their chances of getting an interview and what to do after the interview.