



IDAHO PUBLIC TELEVISION
idahoptv.org

Idaho Public Television – FCC EEO Public File Report

For the period May 31, 2008 to May 22, 2009

This report covers the following employment unit:

<u>Call Sign</u>	<u>Facility ID Number</u>	<u>Type of Station</u>	<u>Location City, State</u>	<u>DMA</u>
KAID-KAID/DT	62442	TV	Boise, ID	Boise, ID
KCDT-KCDT/DT	62424	TV	Coeur d'Alene, ID	Spokane, WA
KIPT-KIPT/DT	62427	TV	Twin Falls, ID	Twin Falls, ID
KISU-KISU/DT	62430	TV	Pocatello, ID	Idaho Falls, ID
KUID-KUID/DT	62382	TV	Moscow, ID	Spokane, WA

The report below lists all full-time vacancies filled during the reporting period for all stations. All open full-time positions are listed on Idaho Public Television's website, the intranet ('SharePoint') and are posted on bulletin boards internally. Additionally, notices of all full-time job openings are sent to the local organizations and agencies as listed below:

Job Title	<u>Total Interviewed</u>	Recruitment Sources (see page 2) used to fill vacancy	Recruitment Source for <u>This Hire</u>
Director of Financial Affairs	2	1-11, 13-14	Internal
PTV Producer/Reporter/Host	4	1-5, 10-14, 25, 27-32	Idaho Division of Human Resources website
PTV Broadcast Maintenance Operations Engineer	2	1-4, 6,8,14,22,27,36	Idaho Division of Human Resources website
PTV Director/Videographer	1	1-3	Internal
Financial Spec., Sr.	6	1-3	Idaho Division of Human Resources website

Master Recruitment Source List		
Recruitment Source #	Recruitment Source Information	# of Interviewees Referred by Recruitment Source over reporting period
1	State of Idaho Division of Human Resources* website Melody Rose Melody.rose@labor.idaho.gov 700 W. State St., Boise, ID 83706	14* <i>*Note:</i> All classified positions with the State of Idaho are required to be announced and hired through the State's Division of Human Resources per Idaho Code. Some of the interviewees were also referred by other recruitment sources as indicated below.
2	Idaho Dept. of Labor 'Idaho Works' website 219 W. Main Street Boise, ID 83735 Karena Whitmore Karena.Whitmore@labor.idaho.gov	1 PTV Broadcast Maintenance Operations Engineer
3	Idaho Public Television website http://idahoptv.org/about/careers.cfm 1455 N. Orchard Boise, ID 83706	2 Director of Financial Affairs and PTV Director/Videographer
4	Craigslist.org	1 Financial Spec., Sr.
5	Careerbuilder.com Idaho Statesman	1 PTV Producer/Reporter/Host
6	Boise State University Career Center Career@boisestate.edu 208-426-1747	0
7	Lewis-Clark State College Career Center casws@lcsc.edu	0

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8	<p>TVJobs.com Mark C. Holloway Broadcast Employment Services TVJobs.com admin@tvjobs.com</p>	0
9	<p>Medialine.com www.medialine.com PO Box 51909 Pacific Grove, CA 93950 800-237-8073 mark@medialine.com</p>	0
10	<p>The College of Idaho Albertson College of Idaho Career Services – Job Postings Career Services careerservices@collegeofidaho.edu</p>	0
11	<p>CPB Website Corporation for Public Broadcasting 401 Ninth Street, N. W. Washington, D.C. 20004-2129 Amy Turman Ph 202-879-9600 Jobline@cpt.org</p>	0
12	<p>Northwest Nazarene University Career Center career@nnu.edu</p>	0
13	<p>Idaho State University Career Center Pocatello, ID 83209 Ph 208-282-2380 careers@isu.edu</p>	0
14	<p>University of Idaho Career and Professional Planning PO Box 442534 Ph 208-885-6121 208-885-6122 capp@uidaho.edu</p>	0
15	<p>Boise State University Selland College of Applied Technology</p>	0

16	Idealist www.idealist.org	0
17	Current Washington, DC 20006 1612 K St. NW, Suite 704 classifieds@current.org	0
18	National Assoc. of Broadcasters NAB JobBank	0
19	Broadcast Engineering PO Box 12901 Overland Park, KS 66282-2901 913-341-1300 Susan Schaefer sschaefer@premediabusiness.com	0
20	Society of Hispanic Engineers 5400 E. Olympic Blvd, Suite 210 Los Angeles, CA 90022 Ph 323-725-3970 www.shpe.org	0
21	National Society of Black Engineers 1454 Duke St Alexandria VA 2234 Ph 703-549-2207 www.nsbe.org	0
22	The Society of Broadcast Engineers SBE www.sbe.org	0
23	ITT Technical Institute Career Services 12302 W. Explorer Dr. Boise, ID 83713 208-322-8844	0
24	PBS Website Jobs in Public Broadcasting PBS Express 1320 Braddock Place	0

	Alexandria, VA 22314 703739-5132 www.pbs.org	
25	NATAS National Academy of Television Arts and Sciences Northwest Chapter NATAS Northwest 1006 Industry Drive, Seattle, WA. 98188 phone: 206-575-3444; Fax: 206-575-9255 http://natasnw.org/jobbank/	0
26	Latino Public Broadcasting 6777 Hollywood Blvd., Suite 512 Los Angeles, CA 90028 Ph 323-466-7110 Sharon Fernandez	0
27	National Association of Hispanic Journalists Attn: Virginia Galindo 1000 National Press Building 529 14 th Street NW Washington, DC 20045 Ph 202-662-8901 jobbank@nahj.org	0
28	Idaho Press Club ssallabanks@gallatinpublicaffairs.com	0
29	University of Oregon School of Journalism and Communication Attn: Bill Morrill 1275 University of Oregon Eugene, OR 97403 541-346-2171 bmorrill@uoregon.edu	0
30	Columbia Graduate School of Journalists postjobs@jrn.columbia.edu	0
31	Native American Journalists Association Attn: Bill Dodge	0

	555 Dahota St. Media Center Vermillion, SD 57069 605-677-5282 ino@naja.com	
32	National Association of Black Journalists 8701-A Adelphi Rd Aldelphi, MD 20783 301-445-7100 www.nabj.org	0
33	Asian American Journalists Association 1182 market Street, Suite 320 San Francisco, CA 94102 Ph 415-346-2051 or 346-6343 national@aaja.org	0
34	Unknown/Unsolicited	0
35	Idaho Statesman (newspaper) Boise, Idaho	0
36	Nampa Press Tribute Blackfoot Morning Newspaper Blackfoot, Idaho	0
37	Post Register Newspaper Idaho Falls, Idaho	0

RECRUITMENT INITIATIVES

1. For viewers wanting to further increase their skills and opportunities, sixteen telecourses with 185 hours of content were aired during the past year for credit at a local university and over 47 hours of programming targeted viewers who were learning English as a second language.
2. Idaho Public Television's internship program is designed to teach high school and university students real world skills to become more marketable upon college graduation or get a head start in their college career. We focus on two different types of internships. First, internships with Idaho Reports (January – March) introduces high school/college students to journalism in the political arena. The intern during this reporting period also had the opportunity to work on social media programs. The amount of time spent on the internships varies with the student's class schedule. Second, during the summer, high school/college students are introduced to all aspects of television production. Although the college internships are for credit only and some interns may have to seek paid employment elsewhere, individuals are encouraged to be at the Idaho Public Television facility as much as possible. Our internship program was reevaluated in May 2009, and will be expanded in future years to include more opportunities for college and high school students in different areas at Idaho Public Television.
3. Participation in at least four activities sponsored by community groups active in broadcast employment issues:

Boise State University School of Communication:

- Presentations by the station's General Manager and Director of Content to communications classes on broadcast media issues including employment opportunities during Fall 2008 and Spring 2009.
- Last year, part-time employee opportunities for university students at Idaho Public Television ranged from television and web production to education and outreach activities.

Idaho State University School of Communication:

- Idaho Public Television and Idaho State University's School of Communication co-located their facilities in the fall of 2009. The relationship includes use of Idaho Public Television's studio and technical facilities for educating ISU students in media production and technical aspects.

Idaho State Broadcasters Association (ISBA): Activities include:

- General Manager is the Vice Chair for the Board of Directors.
- Maintains web site for employment activities:
<http://www.idahobroadcasters.org/employment.aspx>
- Each year ISBA funds at least two \$1,000 general scholarships and the Wayne C. Cornils Memorial Scholarship for less advantaged students. Applications are encouraged from students attending Idaho schools and preparing for a career in

broadcasting. Such careers could include: Business Administration, Sales, Journalism, and Engineering. <http://www.idahobroadcasters.org/scholarships.aspx>

Society of Broadcast Engineers (SBE): Activities include:

Involvement with SBE in which all interested parties are invited and encouraged to attend educational seminars. During this reporting period, the station's Director of Technology was primarily involved with DTV conversion activities presented throughout the community including local libraries.

University of Idaho School of Journalism and Mass Media (JAMM): Activities include:

- JAMM enjoys a close professional association with University of Idaho graduates and supporters through their Advisory Board. The station's General Manager serves as an Advisory Board Member. Advisory board members contribute their knowledge, vision and experience to enable JAMM to meet and exceed their goals and to help chart a successful course for the future.
- The station's General Manager, Director of Content, and the Production Manager presented communication classes on broadcast media issues including employment opportunities in the Fall, Winter and Spring.
- Part-time employment and internship opportunities for college students at Idaho Public Television range from television and web production to education and outreach activities.
- JAMM utilizes Idaho Public Television facilities and staff year-round to teach their students and classes the principles of media production and technical aspects.

The Jack Schlaefle Scholarship:

A yearly scholarship established in memory of the first General Manager of Idaho Public Television for post secondary level students majoring in the broad area relating to broadcasting. Selection of the scholarship winner is conducted each year by Jack Schaeffle's widow and the management of Idaho Public Television.

Leadership Meridian, Leadership Boise, and Boise State University Shared Leadership:

Idaho Public Television has been a long time, strong supporter of the Leadership Meridian and Boise programs for both high school students and middle management individuals. Activities have included hosting a day long conference at the station highlighting issues relating to broadcasting including employment opportunities.

Idaho Press Club

Idaho Public Television production staff members have been actively involved on the Board of Directors of the Idaho Press Club (IPC), including serving as regional and state chapter officers, hosting IPC meetings at the station, providing speakers for IPC "Headliner" luncheons, and leading teams which select IPC scholarship winners for college students and mid-career professionals.

Station Tours

Additionally, various management and staff of Idaho Public Television provided guided tours of the facility to various schools, organizations and community groups highlighting

the various functions of the station, including production and video sales, as well as the various career opportunities available.

Name of Respondent: Sandy Crane / HR Director

Signed By:

Peter W. Morrill
General Manager
Idaho Public Television
Telephone (208) 373-7220

Signature