



Idaho Public Television-FCC EEO Public File Report

For the period May 22, 2010 to May 21, 2011

The 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 openings are sent to the local organizations and agencies as listed below:

<u>Job Title</u>	<u>Total Interviewed</u>	<u>Recruitment Sources (see page 3) Used to fill vacancy</u>	<u>Recruitment Source for <u>This Hire</u></u>
Director of Development	6	1-9, 10-14,16-17	Position On Hold
PTV Producer/reporter/Host	4	1-3,5-14,17	Idaho Division of Human Resources
PTV Broadcast Field Operations Engineer	4	1-9, 10-14, 16-17, 25	Idaho Division of Human Resources
Public Information Specialist	4	1,2,3	Idaho Division of Human Resources
Web Design Specialist	6	1,2,3	Idaho Division of Human Resources
Office Specialist II	1	1-2-3 Internal	Idaho Division of Human Resources
Financial Support Technician	3	1,2,3 Internal	Idaho Division of Human Resources
Financial Specialist Senior	2	1,2,3 Internal	Idaho Division of Human Resources

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PTV Broadcast Maintenance Engineer	3	1-9, 10-14, 16-17, 25	Idaho Division of Human Resources
PTV Broadcast Field Engineer	2	1-9, 10-14, 16-17, 25	Idaho Division of Human Resources

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Master Recruitment Source List		
Recruitment Source #	Recruitment Source Information	# Of Interviewees Referred by Recruitment Source over reporting period.
1	<p>State of Idaho Division of Human Resources* Website Jhunt@labor.idaho.gov 700 W. State St., Boise, ID. 83706</p>	<p>*Note: 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 referred by other recruitment sources indicated below.</p> <p style="text-align: center;">9</p>
2	<p>Idaho Dept. Of Labor 'Idaho Works' website 219 W. Main Street Boise, ID. 83706 Jeanette Whitmore Jeanette.Whitmore@labor.idaho.gov</p>	0
3	<p>Idaho Public Television website http://idahoptv.org/about/careers.cfm 1455 N Orchard Boise, ID. 83706</p>	0
4	Craigslist.org	0
5	<p>Careerbuilder.com www.careerbuilders.com</p>	0
6	<p>Boise State University Career Center Career@boisestate.edu 208-426-1747</p>	0
7	<p>Lewis-Clark State University Career Center casws@lcsc.edu 208-792-2313 dharris@lcsc.edu</p>	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. Amy Turman Ph 202-879-9600 www.cpb.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>	
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

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16	Idealist www.idealist.org	0
17	Current Group name- 1612 K. NW, Suite 704 Washington, DC. 20006 classified@current.org	0
18	National Assoc of Broadcasters NAB Job Bank www.nab.org	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 Olympic Blvd. Suite 210 Los Angeles, CA. Ph 323-725-3970 www.shpe.org	0
21	National Survey 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. 208-322-8844 www.itt-tech.edu/idaho	0

24	<p>PBS Website Jobs in Public Broadcasting Attn: HR/Recruiting 2100 Crystal Drive Arlington, VA.22202 www.pbs.org</p>	0
25	<p>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/</p>	0
26	<p>Latino Public Broadcasting 6777 Hollywood Blvd., Suite 512 Los Angeles, CA. 90028 Ph 323-466-7110 Sharon Fernandez</p>	0
27	<p>National Association of Hispanic Journalists Attn: Virginia Galindo 1000 National Press Building 529 14th Street NW Washington, DC 20045 Ph 202-662-8901 jobbank@nahj.org</p>	0
28	<p>Idaho Press Club ssallabanks@gallatinpublicaffairs.com</p>	0
29	<p>University Of Oregon School of Journalism and Communication Attn: Bill Morrill 1275 University of Oregon Eugene, OR 97403 541-346-2171 bmorrill@uoregon.edu</p>	0
30	<p>Columbia Graduate School of Journalists postjobs@jrn.columbia.edu</p>	0

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

RECRUITMENT INITIATIVES

1. For viewers wanting to further increase their skills and opportunities, fourteen telecourses with 180 hours of content were aired during the past year for credit at a local university and over 40 hours of programming targeted viewers who were learning English as a second language.
2. Idaho Public Television's internship program is designed to teach college 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 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, 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 continues to be monitored and reevaluated for its effectiveness and will be expanded in future years to include more opportunities for college 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 2009 and Spring 2010.
- 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 Chairman 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
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- 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

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.

Staff EEO Training

Additionally, during this reporting period, all Idaho Public Television staff were required to attend Respectful Workplace training presented at the Boise station by an outside consultant from Business Psychology Associates, Boise, Idaho.

Workforce Diversity

In the Spring 2010, Idaho Public Television carefully reviewed and considered applying for a grant from Corporate Public Broadcasting (CPB) geared towards targeted employment opportunities for a diverse group of media professionals. If awarded, the grant would have afforded us to enhance our commitment to workforce diversity for the long-term. While we identified two positions that would fit with the goals of the CPB Workforce Diversity Associates Program (WDAP), we realized that because of the way the grant was currently framed, it made it impossible for us to proceed in applying for the grant because we are governed under the State of Idaho’s established governmental hiring process. As such, we must follow the rules and requirements of a state agency when hiring and employing staff which presented challenges for us in complying with the grant provisions of hiring for a long-term or permanent position based solely on the candidate’s identity as part of any specific group. However, we believe that there may be ways that we can still participate in the WDAP, while complying with established state hiring practices. To that end, we have notified and offered assistance to CPB in trying to find a solution so that Idaho Public Television may participate in the WDAP or other workforce diversity opportunities in the very near future.

Name of Respondent: Tony Howard / Human Resources

Signed By:

Peter W. Morrill

General Manager

Idaho Public Television

petermorrill@idahoptv.org

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Signature