

EEO PUBLIC FILE REPORT
FOR
STATION KIFI, and KXPI-LD
IDAHO FALLS, IDAHO
&
K34NC-D
FISH CREEK, ETC., IDAHO

This EEO Public File Report
Covers the One-Year Period
Ending on May 31, 2024

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station KIFI-TV and K34NC-D's online public inspection files pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules. During the one-year period ending on MAY 31, 2024, the station employment unit filled the following full-time vacancies:

During the one-year period ending on May 31, 2024, the stations filled the following full-time vacancies:

1. Integrated Media Consultant
2. Local Sales Manager
3. Account Executive – Idaho Falls
4. Account Executive – Pocatello
5. Multi-Media Journalist/ Weekend Weather
6. News Director
7. Video Editor
8. Multi-Media Journalist/Morning Anchor Fill-in
9. Anchor/Multi-Media Journalist
10. Integrated Media Consultant
11. Multi-Media Journalist/Anchor Fill-in
12. Local Sales Manager
13. Integrated Media Consultant
14. News Director

The station interviewed a total of 50 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
TV Jobs	0
Indeed	11
Idaho Works/National Labor Exchange	0
Simply Hired	0
Hire East Idaho	0
Linked In	2
KIFI Website	6
KIFI Internal	8
Employee Referral	17
NPG (ADP Vantage)	1
Handshake	0
BYU-I Job Board	0
Media Match	0
Job Fairs	4
Zip Recruiter	0
Wellfound	0
RickGevers.com	1
Past Employee	1

Attachment A contains the following information for each full-time vacancy:

- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number,
- The recruitment source that referred the hiree for each full-time vacancy,
- The total number of persons interviewed for each full-time vacancy; and
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

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ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES

FULL-TIME VACANCY EEO INFORMATION – Form BP-03
[Fill out for each full-time vacancy]

Job Title of Vacancy: Integrated Media Consultant

Recruitment Source That

Requisition #: 23-1075

Referred the Hire: Employee Referral

Date Vacancy Opened: 4/18/23

Total Number of Persons

Interviewed for the

Vacancy: 3

Date Vacancy Filled: 6/6/23

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
SimplyHired	Simplyhired.com	N/A	N/A	0	No
IdahoWorks- Idaho Dept of Labor	idahofallsmail@labor.idaho.gov	Windy Hahn	208-557-2500	0	No
KIFI website (ADP Vantage)	www.npgco.com	Marion Strother	719-237-4876	0	No
NPG Corp website (ADP Vantage)	www.npgco.com	Marion Strother	719-237-4876	2	No
TVJobs.com	admin@tvjobscom	Mark C Holloway	--	0	No
Indeed.com	Indeed.com	Justice Ramos	512-532-4348	0	No
HireEastIdaho.com	400 W Sunnyside Rd. Idaho Falls, ID 83402	N/A	N/A	0	No
Employee Referral	N/A	N/A	N/A	1	No

FULL-TIME VACANCY EEO INFORMATION – Form BP-03
[Fill out for each full-time vacancy]

Job Title of Vacancy: Local Sales Manager

Recruitment Source That Referred the Hire: LinkedIn.com

Requisition #: 23-1033

Total Number of Persons Interviewed for the

Date Vacancy Opened: 2/4/23

Vacancy: 3

Date Vacancy Filled: 6/8/23

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
SimplyHired	Simplyhired.com	N/A	N/A	0	No
IdahoWorks- Idaho Dept of Labor	idahofallsmail@labor.idaho.gov	Windy Hahn	208-557-2500	0	No
KIFI website (ADP Vantage)	www.npgco.com	Marion Strother	719-237-4876	2	No
NPG Corp website (ADP Vantage)	www.npgco.com	Marion Strother	719-237-4876	0	No
TVJobs.com	admin@tvjobscom	Mark C Holloway	--	0	No
Indeed.com	Indeed.com	Justice Ramos	512-532-4348	0	No
HireEastIdaho.com	400 W Sunnyside Rd. Idaho Falls, ID 83402	N/A	N/A	0	No
LinkedIn.com	LinkedIn.com	N/A	N/A	1	No

FULL-TIME VACANCY EEO INFORMATION – Form BP-03
[Fill out for each full-time vacancy]

Job Title of Vacancy: Account Executive (2 Hires)

Recruitment Source That Referred the Hire: Job Fair

Requisition #: 22-1157

Total Number of Persons Interviewed for the Vacancy: 7

Date Vacancy Opened: 6/21/22

Date Vacancy Filled: 7/12/23

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
SimplyHired	Simplyhired.com	N/A	N/A	0	No
IdahoWorks- Idaho Dept of Labor	idahofallsmail@labor.idaho.gov	Windy Hahn	208-557-2500	0	No
KIFI website (ADP Vantage)	www.npgco.com	Marion Strother	719-237-4876	1	No
NPG Corp website (ADP Vantage)	www.npgco.com	Marion Strother	719-237-4876	0	No
TVJobs.com	admin@tvjobscom	Mark C Holloway	--	0	No
Indeed.com	Indeed.com	Justice Ramos	512-532-4348	3	No
HireEastIdaho.com	400 W Sunnyside Rd. Idaho Falls, ID 83402	N/A	N/A	0	No
Handshake-University Posting	https://aap.joinhandshake.com	N/A	N/A	0	No
Job Fair		N/A	N/A	2	No

FULL-TIME VACANCY EEO INFORMATION – Form BP-03
[Fill out for each full-time vacancy]

Job Title of Vacancy: Account Executive - Pocatello

Recruitment Source That Referred the Hire: Indeed.com
Total Number of Persons Interviewed for the Vacancy: 2

Requisition #: 23-1116

Date Vacancy Opened: 7/12/23

Date Vacancy Filled: 8/24/23

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KIFI website (ADP Vantage)	www.npgco.com	Joyce Johnson	208-528-2145	0	No
NPG Corp website (ADP Vantage)	www.npgco.com	Joyce Johnson	208-528-2145	0	No
TVJobs.com	admin@tvjobs.com	Mark C Holloway	--	0	No
Indeed.com	Indeed.com	Justice Ramos	512-532-4348	2	No
HireEastIdaho.com	400 W Sunnyside Rd. Idaho Falls, ID 83402	N/A	N/A	0	No
Handshake-University Posting	https://aap.joinhandshake.com	N/A	N/A	0	No

FULL-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy:	<u>Multimedia Journalist/Weekend Weather</u>	Recruitment Source That Referred the Hire:	Internal Candidate
Requisition #:	<u>22-1231</u>	Total Number of Persons Interviewed for the Vacancy:	1
Date Vacancy Opened:	<u>10/4/2022</u>		
Date Vacancy Filled:	<u>8/23/2023</u>		

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address/email address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
SimplyHired	Simplyhired.com	N/A	N/A	0	No
IdahoWorks- Idaho Dept of Labor	idahofallsmail@labor.idaho.gov	Windy Hahn	208-557-2500	0	No
KIFI website (ADP Vantage)	www.npgco.com	Marion Strother	719-237-4876	1	No
NPG Corp website (ADP Vantage)	www.npgco.com	Marion Strother	719-237-4876	0	No
TVJobs.com	admin@tvjobscom	Mark C Holloway	--	0	No
Indeed.com	Indeed.com	Justice Ramos	512-532-4348	0	No
HireEastIdaho.com	400 W Sunnyside Rd. Idaho Falls, ID 83402	N/A	N/A	0	No
Handshake-University Posting	https://aap.joinhandshake.com	N/A	N/A	0	No
Media Match	www.media-match.com	N/A	N/A	0	No

FULL-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: News Director

Recruitment Source That Referred the Hire: LinkedIn.com

Requisition #: 23-1113

Total Number of Persons Interviewed for the

Date Vacancy Opened: 7/3/2023

Vacancy: 6

Date Vacancy Filled: 9/18/2023

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address/email address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Well Found				0	No
IdahoWorks- Idaho Dept of Labor	idahofallsmail@labor.idaho.gov	Windy Hahn	208-557-2500	0	No
KIFI website (ADP Vantage)	www.npgco.com	Joyce Johnson	208-528-2145	3	No
NPG Corp website (ADP Vantage)	www.npgco.com	Joyce Johnson	208-528-2145	2	No
TVJobs.com	admin@tvjobscom	Mark C Holloway	--	0	No
Indeed.com	Indeed.com	Justice Ramos	512-532-4348	0	No
Zip Recruiter		N/A	N/A	0	No
Media Match	www.media-match.com	N/A	N/A	0	No
LinkedIn.com	LinkedIn.com	N/A	N/A	1	No
RickGevers.com	www.rickgevers.com	Rick Gevers	317-635-7912	0	No

Job Title of Vacancy: Integrated Media Consultant

Requisition #: 23-1159

Date Vacancy Opened: 4/18/23

Date Vacancy Filled: 11/14/23

Recruitment Source That

Referred the Hire: Employee Referral

Total Number of Persons

Interviewed for the

Vacancy: 4

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
SimplyHired	Simplyhired.com	N/A	N/A	0	No
IdahoWorks- Idaho Dept of Labor	idahofallsmail@labor.idaho.gov	Windy Hahn	208-557-2500	0	No
KIFI website (ADP Vantage)	www.npgco.com	Marion Strother	719-237-4876	1	No
NPG Corp website (ADP Vantage)	www.npgco.com	Marion Strother	719-237-4876	0	No
TVJobs.com	admin@tvjobscom	Mark C Holloway	--	0	No
Indeed.com	Indeed.com	Justice Ramos	512-532-4348	0	No
HireEastIdaho.com	400 W Sunnyside Rd. Idaho Falls, ID 83402	N/A	N/A	0	No
Employee Referral	N/A	N/A	N/A	2	No
Past Employee				1	No

FULL-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: Video Editor

Recruitment Source That Referred the Hire:

Indeed.com

Requisition #: 23-1109

Total Number of Persons Interviewed for the

Date Vacancy Opened: 6/19/2023

Vacancy: 6

Date Vacancy Filled: 9/19/2023

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address/email address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WellFound				0	No
IdahoWorks- Idaho Dept of Labor	idahofallsmail@labor.idaho.gov	Windy Hahn	208-557-2500	0	No
KIFI website (ADP Vantage)	www.npgco.com	Joyce Johnson	208-528-2145	1	No
NPG Corp website (ADP Vantage)	www.npgco.com	Joyce Johnson	208-528-2145	0	No
TVJobs.com	admin@tvjobscom	Mark C Holloway	--	0	No
Indeed.com	Indeed.com	Justice Ramos	512-532-4348	3	No
Zip Recruiter		N/A	N/A	0	No
Media Match	www.media-match.com	N/A	N/A	0	No
Job Fair		N/A	N/A	1	No
Employee Referral	N/A	N/A	N/A	1	No

FULL-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: Morning Anchor/Multi-Media Journalist

Recruitment Source That Referred the Hire:

Internal Candidate

Requisition #: 23-1114

Total Number of Persons Interviewed for the

Date Vacancy Opened: 7/5/2023

Vacancy:

1

Date Vacancy Filled: 10/2/2023

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address/email address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
IdahoWorks- Idaho Dept of Labor	idahofallsmail@labor.idaho.gov	Windy Hahn	208-557-2500	0	No
KIFI website (ADP Vantage)	www.npgco.com	Joyce Johnson	208-528-2145	1	No
NPG Corp website (ADP Vantage)	www.npgco.com	Joyce Johnson	208-528-2145	0	No
TVJobs.com	admin@tvjobscom	Mark C Holloway	--	0	No
Indeed.com	Indeed.com	Justice Ramos	512-532-4348	0	No
Zip Recruiter		N/A	N/A	0	No
Media Match	www.media-match.com	N/A	N/A	0	No

FULL-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: Multi-Media Journalist

Recruitment Source That Referred the Hire: Internal Candidate

Requisition #: 23-1154

Total Number of Persons Interviewed for the

Date Vacancy Opened: 9/22/2023

Vacancy: 3

Date Vacancy Filled: 11/1/2023

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KIFI website (ADP Vantage)	www.npgco.com	Joyce Johnson	208-528-2145	0	No
NPG Corp website (ADP Vantage)	www.npgco.com	Joyce Johnson	208-528-2145	0	No
TVJobs.com	admin@tvjobscom	Mark C Holloway	--	0	No
Indeed.com	Indeed.com	Justice Ramos	512-532-4348	2	No
HireEastIdaho.com	400 W Sunnyside Rd. Idaho Falls, ID 83402	N/A	N/A	0	No
Handshake-University Posting	https://aap.joinhandshake.com	N/A	N/A	0	No
Media Match	www.media-match.com	N/A	N/A	0	No
LinkedIn.com	LinkedIn.com	N/A	N/A	0	No
Employee Referral	N/A	N/A	N/A	1	No

FULL-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: Weekend Anchor/Multi-Media Journalist

Recruitment Source That Referred the Hire: Employee Referral

Requisition #: 23-1164

Total Number of Persons Interviewed for the Vacancy: 2

Date Vacancy Opened: 10/5/2023

Date Vacancy Filled: 12/1/2023

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KIFI website (ADP Vantage)	www.npgco.com	Joyce Johnson	208-528-2145	0	No
NPG Corp website (ADP Vantage)	www.npgco.com	Joyce Johnson	208-528-2145	1	No
TVJobs.com	admin@tvjobscom	Mark C Holloway	--	0	No
Indeed.com	Indeed.com	Justice Ramos	512-532-4348	0	No
BYU-Idaho		N/A	N/A	0	No
Employee Referral	N/A	N/A	N/A	1	No

FULL-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: Local Sales Manager

Recruitment Source That Referred the Hire: Employee Referral

Requisition #: 23-1177

Total Number of Persons Interviewed for the Vacancy: 6

Date Vacancy Opened: 10/27/2023

Date Vacancy Filled: 3/4/2024

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Email Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KIFI website (ADP Vantage)	www.npgco.com	Joyce Johnson	208-528-2145	0	No
NPG Corp website (ADP Vantage)	www.npgco.com	Joyce Johnson	208-528-2145	1	No
TVJobs.com	admin@tvjobscom	Mark C Holloway	--	0	No
Indeed.com	Indeed.com	Justice Ramos	512-532-4348	1	No
IdahoWorks- Idaho Dept of Labor	idahofallsmail@labor.idaho.gov	Windy Hahn	208-557-2500	0	No
LinkedIn.com	LinkedIn.com	N/A	N/A	0	No
HireEastIdaho.com	400 W Sunnyside Rd. Idaho Falls, ID 83402	N/A	N/A	0	No
Media Match	www.media-match.com	N/A	N/A	0	No
Employee Referral	N/A	N/A	N/A	4	No

Job Title of Vacancy: Integrated Media Consultant

Requisition #: 23-1051

Date Vacancy Opened: 4/18/23

Date Vacancy Filled: 5/7/24

Recruitment Source That Referred the Hire: Employee Referral
Total Number of Persons Interviewed for the Vacancy: 3

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
SimplyHired	Simplyhired.com	N/A	N/A	0	No
IdahoWorks- Idaho Dept of Labor	idahofallsmail@labor.idaho.gov	Windy Hahn	208-557-2500	0	No
KIFI website (ADP Vantage)	www.npgco.com	Marion Strother	719-237-4876	0	No
NPG Corp website (ADP Vantage)	www.npgco.com	Marion Strother	719-237-4876	0	No
TVJobs.com	admin@tvjobscom	Mark C Holloway	--	0	No
Indeed.com	Indeed.com	Justice Ramos	512-532-4348	0	No
Employee Referral	N/A	N/A	N/A	3	No

FULL-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: News Director

Recruitment Source That Referred the Hire: Employee Referral

Requisition #: 24-1052

Total Number of Persons Interviewed for the

Date Vacancy Opened: 4/5/2024

Vacancy: 2

Date Vacancy Filled: 5/15/2024

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address/email address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
IdahoWorks- Idaho Dept of Labor	idahofallsmail@labor.idaho.gov	Windy Hahn	208-557-2500	0	No
KIFI website (ADP Vantage)	www.npgco.com	Joyce Johnson	208-528-2145	0	No
NPG Corp website (ADP Vantage)	www.npgco.com	Joyce Johnson	208-528-2145	0	No
TVJobs.com	admin@tvjobscom	Mark C Holloway	--	0	No
Indeed.com	Indeed.com	Justice Ramos	512-532-4348	0	No
LinkedIn.com	LinkedIn.com	N/A	N/A	0	No
Employee Referral	N/A	N/A	N/A	1	No
RickGevers.com	www.rickgevers.com	Rick Gevers	317-635-7912	1	No

ATTACHMENT B

MENU OPTION ACTIVITIES

Station KIFI, MIFI and KXPI-LD, Idaho Falls and Pocatello, Idaho, and K34NC-D Fish Creek, etc., Idaho has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
1	Job Fairs with the Idaho Department of Labor	Job Fair participation at the DOL for Idaho Falls/Rexburg areas. Michael Shiverdecker, Promotions Director and Joyce Johnson HR Coordinator attended. June 14, July 26, April 17, May 1
2	Hosted Job Fair	Hosted job fair with Sandhill Media Group on 9/28/2023
3	Co-Sponsored Job Fair	Co-sponsored job fair at Shoshone Bannock Hotel with INL, Sage Trucking, Marathon Pipeline on 3/28/2024. Attended by Joyce Johnson, HR Coordinator.
4	Station Tours	Tours given to 343 people: 7/13/23 School Group 7/27/23 School Group 10/18/23 School Group 10/25/23 School Group 11/14/23 Church Group 11/15/23 School Group 1/16/24 Church Group 2/21/24 School Group 2/28/24 School Group 4/5/24 School Group 4/9/24 School Group 5/1/24. School Group 5/22/24 Church Group
5	Internship Program	News paid internship, a student from BYU-Idaho, supervised by Kade Atwood, News Director. The internship started 1/19/2024 and will end in July 2024. Areas covered: MMJ, Producer, and Booking Agent. Student Shadowing, a senior from Emerson High School shadowed the Editor/Photog on March 16, supervised by Stephanie Lucas, Assistant News Director.
10	Career Day – High School Student Shadowing Staff	Mackay Jr /Sr High School senior will shadow Multimedia Journalist Seth Ratliff, for Career Day on 11/10/23. Activities: TV interviews, videotaping at location and editing.
10	Student Shadowing Staff	BYU Idaho student shadowed Ashley Chilcutt, News Producer, to discuss an interest in journalism for his Career Research Project. Washington State University student shadowed Local News 8 Morning News team to discuss interest as AM Producer.

Activity Classification	Type of Activity	Brief Description
7	Scholarship Program	Participation in the ISBA Education Grants for current ISBA member station employees.
5	Internship Program	Internship in the News Department. Kade Allred, News Director, supervised. Areas covered: Multimedia Journalist & Producer positions. Internship lasted 8 weeks starting on 1/19/24 and ending 3/22/24. 1 Student from BYU Idaho participated
10	School Visits	Michael Coats, Chief Meteorologist 9/13 ISU IF campus 9/20 Mackay Elem, 6 th graders 10/17 Westside Elem, 6 th graders 10/18 Longfellow Elem, 3 rd graders Todd Kunz, Evening Anchor 2/21 BYU-Idaho
10	Recruiting Day	Location: Arizona State University Date: October 18, 2023 Attended By: Rebecca Johnson and Michael Fabac Location: University of Missouri Date: February 19-20, 2024 Attended By: Chad Hypes, Meghan Drakas, Michael Fabac Location: Pennsylvania State University Date: February 22-23, 2024 Attended By: Chad Hypes, Meghan Drakas, Michael Fabac

*For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;.
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might