

ANNUAL EEO Public File Report
 Lee Family Broadcasting
 120 S. 300 W. Rupert, ID 83350
 47 N. 100 W. Jerome, ID 83338
 Phone: (208) 436-4757 / (208) 324-8181

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 Lee Family Broadcasting, which is comprised of the following stations:

KZDX-FM and KBAR-AM, licensed to Burley, Idaho, KKMV-FM and KFTA-AM, licensed to Rupert, Idaho, KART-AM licensed to Jerome, Idaho, KZNO-FM (formerly KMVX-FM) licensed to Jerome, Idaho, and KXTA-FM licensed to Gooding, Idaho.

This report has been placed in the public inspection files of these stations and posted on their websites, if they have websites, prior to June 1st, 2014. The information contained in this Report covers the time period beginning June 1, 2013 up to and including May 31, 2014 (“the Applicable Period”). 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 SEU 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 EEO rule), identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hire 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.

Appendices 1 and 2 that follow have been designed, in the aggregate, to provide the required information. For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hire actually began working. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

APPENDIX 1

Annual EEO Public File Report – Lee Family Broadcasting in Rupert and Jerome, Idaho Covering the Period from June 1st, 2013 to May 31st, 2014.

Stations Comprising Station Employment Unit: KZDX-FM/KKMV-FM/KZNO-FM/KBAR-AM/KFTA-AM/KART-AM/KXTA-FM VACANCY INFORMATION:

Full-time Positions Filled by Job Title	DOE	Total # Interviewed	Recruitment Source of Hire	Recruitment Sources Utilized
Program Director / KZNO-FM	07/15/2013	4	Employee Referral	AllAccess Radio Online On-Air Advertisement Job Service Of Idaho (Burley) Job Service Of Idaho (Twin Falls)
Program Director / KZNO-FM	03/31/2014	1	Internal Promotion	AllAccess Radio Online On-Air Advertisement Job Service Of Idaho (Burley) Job Service Of Idaho (Twin Falls)
Program Director / KKMV-FM	11/15/2013	10	All Access	AllAccess Radio Online On-Air Advertisement Job Service Of Idaho (Burley) Job Service Of Idaho (Twin Falls)
Program Director / KKMV-FM	01/13/2014	4	Employee Referral	AllAccess Radio Online On-Air Advertisement Job Service Of Idaho (Burley) Job Service Of Idaho (Twin Falls)
Program Director / KXTA-FM	08/01/2013	3	Internal Promotion	AllAccess Radio Online On-Air Advertisement Job Service Of Idaho (Burley) Job Service Of Idaho (Twin Falls)
Sales Representative / KXTA-FM/KFTA-AM	08/01/2013	5	Employee Referral	All Access Radio Online On-Air Advertisement Job Service Of Idaho (Burley) Job Service Of Idaho (Twin Falls)

PERSONS INTERVIEWED: 27 / RECRUITMENT SOURCES: 5

Radio Announcements	Contact Address	Method of Contact	# of Interviews from Source
KZDX-FM/KKMV-FM/KBAR-AM/KFTA-AM/KZNO-FM/KART-AM	Kim Lee 3219 Laurelwood Dr Twin Falls, ID 83301 kimlee@leeradio.net	Employer/Owner/Direct	3
Internet Sites	Contact Address	Method of Contact	# of Interviews from Source
All Access	18955 Pacific Coast Hwy Malibu, CA 90265 info@allaccess.com	E-Mail	4
National Job, Inc.	Customer Service 601 SW 9 th Street Stes. H&J	nationjob.com	N/A THIS PERIOD
Radio Online LLP	Customer Servie 3500 Tripp Avenue Amarillo, TX 79121	radio-online.com	1
Monster.com	Customer Service 500 E. 96 th Street Ste. 200 Indianapolis, IN 46240	monster.com	N/A THIS PERIOD
TopUSAJobs.com	http://twin.falls.jobs.topusajobs.com/		N/A THIS PERIOD
BetterTwinFallsJobs.com	Eric Swanson	eswanson@BetterTwinFallsJobs.com	N/A THIS PERIOD
Newspapers	Contact Address	Method Of Contact	# of Interviews from Source
Times News Magic Valley	Classifieds Dept. 132 Fairfield Street W Twin Falls, ID 83301	employ@magicvalley.com	N/A THIS PERIOD
GoBurley.com	Classifieds Dept. 322 E. Main Street #233 Burley, ID 83318	goburley.com/classifieds	N/A THIS PERIOD
The Voice	Classifieds Dept. 1246 Overland Avenue Burley, ID 83318	classifieds.minicassiavoic.com	N/A THIS PERIOD
Idaho Mountain Express	Classifieds Dept. 591 First Avenue N Ketchum, ID 83340	mtexpress.com/contact.php	N/A THIS PERIOD
Other Sources	Contact Address	Method Of Contact	# Of Interviews This Period
Job Service Of Idaho	711 N. College Twin Falls, Idaho 83301	(208) 735-2500	N/A THIS PERIOD
Job Service Of Idaho	127 W. 5 N. Burley, Idaho 83318	(208) 678-5518	N/A THIS PERIOD
Personnel Plus	735 Overland Avenue Burley, Idaho 83318	(208) 678-4040	N/A THIS PERIOD
Personnel Plus	111 Filer Avenue Twin Falls, Idaho 83301	(208) 733-7300	N/A THIS PERIOD

APPENDIX 2

Annual EEO Public File Report

Lee Family Broadcasting – Rupert and Jerome, Idaho

Covering the Period from June 1, 2013 to May 31, 2014

Stations Comprising Station Employment Unit:
KZDX-FM/KKMV-FM/KFTA-AM/KBAR-AM/KZNO-FM/KART-AM

Supplemental (Non-Vacancy Specific) Recruitment Activities Taken by Lee Family Broadcasting during Report Time Period

1. **Outreach:** Website Posting (www.hot100now.com and www.kat106.com)
Date: 06/01/13 to present
Participating Employees: Broc Johnson, Operations Manager
Scott Cameron, Program Director
Event Sponsor: Lee Family Broadcasting
Description Of Activity: Hot 100 FM (KZDX-FM) and Kat Kountry 106 (KKMV-FM) have general announcements posted on their websites encouraging people to apply for open positions and to encourage organizations who can refer job seekers to contact us.
2. **Outreach:** Careers On Wheels Day (COW Day)
Date: 05/11/2014
Participating Employees: Broc Johnson, Operations Manager
Ryan Howe, Program Director
Event Sponsor: College Of Southern Idaho
Description Of Activity: Mr. Johnson and Mr. Howe represented our stations at a career fair for kids who are thinking about future employment. There were around 300 kids from around Southern Idaho who attended the event. Each presentation lasted around 7 minutes, and contained information on what it takes to become a broadcaster, what educational requirements broadcasting entails, and a basic overview of how radio works. There were around 25 presentations throughout the day, each to a group of 20-30 kids.
3. **Outreach:** Canyon Ridge High School Key Club
Date: Ongoing
Participating Employees: James Rabe, KZDX-FM Morning Show Host
Event Sponsor: Canyon Ridge High School
Description Of Activity: Mr. Rabe sits on an advisory board for our local Key Club organization, and entertains several internship requests from participants of his group. Through the program, we provide between 5 and 10 high school students internships with the morning show so that they can learn the skill sets required to become a broadcaster. Some internships even lead to part time hires.
4. **Outreach:** Internship Opportunities Announced On Air / Station Websites
Date: 06/01/13 to present
Participating Employees: Broc Johnson, Operations Manager
Scott Cameron, Program Director
James Rabe, Morning Show Host
Vern Lattin, Program Director
Ryan Howe, Program Director
Benjamin Reed, Program Director
Event Sponsor: Lee Family Broadcasting, College Of Southern Idaho, local High Schools
Description Of Activity: Hot 100 FM (KZDX-FM), Kat Kountry 106 (KKMV-FM), ESPN Radio 103.1 The Zone (KZNO-FM), 99.1 La Perrona (KXTA-FM), Juan 970 (KFTA-AM), Real Classic Country KART 1400 (KART-AM), The Mini-Cassia Area's Talk Station AM 1230 (KBAR-AM) provide students in Southern Idaho the opportunity to intern with our programming department. Each intern is given the chance to learn the ins and outs of whatever area of study they're focused on. James Rabe, Scott Cameron, and Vern Lattin provide learning opportunities with Morning Drive on Hot 100 FM, Kat Kountry 106, and KART 1400. Benjamin Reed provides learning opportunities with the on air and programming elements of Spanish speaking stations 99.1 La Perrona and Juan 970. Ryan Howe provides learning opportunities with sports radio programming and on air elements on ESPN Radio 103.1 The Zone, and Broc Johnson provides learning opportunities with programming management, music scheduling, playlist research, and radio production.

NARRATIVE

Annual EEO Public File Report

Lee Family Broadcasting – Jerome and Rupert, Idaho

Covering the Period from June 1, 2013 to May 31, 2014

Stations Comprising Station Employment Unit:

KZDX-FM/KKMV-FM/KFTA-AM/KBAR-AM/KZNO-FM/KART-AM/KXTA-FM

Lee Family Broadcasting has taken several steps over the last twelve months to achieve a broad and inclusive outreach in our small markets. Our entire eight-county market (which includes the counties of Blaine, Lincoln, Jerome, Twin Falls, Camas, Minidoka, Cassia, and Gooding, and the communities of Twin Falls, Jerome, Rupert, Burley, Wendell, Gooding, Shoshone, Ketchum, and Sun Valley) hosts a population of approximately 150,000 people. This number boldly reflects a small market. As evident from our public file report, we have used a combination of recruitment methods in finding candidates for our position openings – from on-air announcements, to classified ads, a broad use of Internet websites, employment agencies, and our intern program with local school districts. We feel our efforts are effective in accomplishing an appropriate outreach to the local communities we serve.