

Federal Communications Commission

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Account number: 31991

Description: MID-TERM EEO REPORT

Application Reference Number: 20170526AAR

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Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 397</p>	Approved by OMB 3060-0922 (September 2002)	FOR FCC USE ONLY
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<p>BROADCAST MID-TERM REPORT</p>	FOR COMMISSION USE ONLY FILE NO. - 20170526AAR
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Legal Name of the Licensee
 LEE FAMILY BROADCASTING, INC.

Mailing Address
 3219 LAURELWOOD DR.

City TWIN FALLS	State or Country (if foreign address) ID	Zip Code 83301 -
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Telephone Number (include area code) 2087332974	E-Mail Address (if available)
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FCC Registration Number 0018142596	Facility ID Number 28218	Call Sign KXTA-FM
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TYPE OF BROADCAST STATION:	Commercial Broadcast Station <input checked="" type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV
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Application Purpose

New Program Report

Amendment to Program Report

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Station List]

Station List

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KXTA-FM	28218	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	GOODING, ID	<input type="radio"/> Yes <input checked="" type="radio"/> No

KBAR	42884	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	BURLEY, ID	<input type="radio"/> Yes <input checked="" type="radio"/> No
KART	33445	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	JEROME, ID	<input type="radio"/> Yes <input checked="" type="radio"/> No
KKMV	67744	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	RUPERT, ID	<input type="radio"/> Yes <input checked="" type="radio"/> No
KZDX	42885	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	BURLEY, ID	<input type="radio"/> Yes <input checked="" type="radio"/> No
KEDJ	33446	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	JEROME, ID	<input type="radio"/> Yes <input checked="" type="radio"/> No
KXTA	67743	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	RUPERT, ID	<input type="radio"/> Yes <input checked="" type="radio"/> No
KXTA-FM4	135819	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	BOISE, ID	<input type="radio"/> Yes <input checked="" type="radio"/> No

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name M. SCOTT JOHNSON, ESQUIRE		Street Address 1300 NORTH 17TH STREET 11TH FLOOR	
City ARLINGTON	State VA	Zip Code 22209-	Telephone Number 7038120474

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification] .

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

Section I

Does your station employment unit employ fewer than five full-time employees, if television, Yes No or fewer than eleven full-time employees, if radio?

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven

or more full-time employees, if radio, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent JAMIE LEE
Title SECRETARY	Telephone No. (include area code) 2087332974
Date 5/26/2017	

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

Section II

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: JAMIE LEE	Title: SECRETARY
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

Section III

MID-TERM REPORT

Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is	[Exhibit 1]
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required by 47 C.F.R. Section 73.2080 in their public files.

FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERF, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits**Exhibit 1**

Description: EEO PUBLIC FILE REPORTS

Attachment 1

Description
<u>EEO PUBLIC FILE REPORT FOR 2015-2016</u>
<u>EEO PUBLIC FILE REPORT FOR 2016-2017</u>

LEE FAMILY BROADCASTING, INC.

KZDX-FM, KKMV-FM, KEDJ-FM, KXTA-FM, KART-AM, KBAR-AM, KXTA-AM, K248BZ

EEO PUBLIC FILE REPORT

June 1st, 2015 – May 31st, 2016

I. VACANCY LIST

JOB TITLE	RECRUITMENT SOURCES (RS) USED TO FILL VACANCY	RS REFERRING HIREE
Radio Engineer	14	14
Assistant Program Director / Afternoon Host	10, 12, 13	12

LEE FAMILY BROADCASTING, INC.

KZDX-FM, KKMV-FM, KEDJ-FM, KXTA-FM, KART-AM, KBAR-AM, KXTA-AM, K248BZ

EEO PUBLIC FILE REPORT

June 1st, 2015 – May 31st, 2016

RS NUMBER	RS INFORMATION	SOURCE ENTITLED TO VACANCY NOTIFICATION? (YES/NO)	NO. OF INTERVIEWEES REFERRED BY RS OVER 12-MONTH PERIOD
1	Idaho Department Of Labor ATTN: Employment Specialist PO BOX 5129, Twin Falls, Idaho 83303 (208) 735-2500 Ext. 3653 www.labor.idaho.gov	YES	0
2	Idaho Department Of Labor 127 W. 5 th Street N. Burley, ID 83318 (208) 678-5518	YES	0
3	Center For New Directions ATTN: Kate Woods PO Box 1238 Twin Falls, ID 83303 (208) 732-6680	YES	0
4	College Of Southern Idaho Latinos Unidos PO Box 1238 Twin Falls, Idaho 83303	YES	0
5	Community Council Of Idaho 406 Gardner Twin Falls, Idaho 83301 (208) 734-3336	YES	0
6	Idaho State Broadcasters Association ATTN: Connie Searles 1674 Hill Road Suite 3 Boise, Idaho 83702	YES	0
7	Boise State University Career Center 1173 University Drive Boise, Idaho 83701 (208) 426-1747 http://career.boisestate.edu	YES	0
8	ISU Career Center ATTN: Tara Ridgeway 921 S. 8 th Stop 8108 Pocatello, ID 83209 (208) 282-2380 ridtara@isu.edu	YES	0
9	LDSJobs.Org 726 Cheney Drive Twin Falls, Idaho 83301 www.ldsjobs.org	YES	0
10	Station Websites	NO	1
11	On Air Announcements	NO	0
12	www.allaccess.com	YES	5
13	www.radio-online.com	YES	0
14	Employee Referral	NO	1
15	Non-Employee Referral	NO	0
16	Internal Promotion – Employee	NO	0

LEE FAMILY BROADCASTING, INC.

KZDX-FM, KKMV-FM, KEDJ-FM, KXTA-FM, KART-AM, KBAR-AM, KXTA-AM, K248BZ

EEO PUBLIC FILE REPORT

June 1st, 2015 – May 31st, 2016

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Rupert 4th Of July Celebration	Several members of our staff including the Operations Manager, Program Directors, and the Production Director participated in the community-wide celebration. At this event, members of management promoted Lee Family Broadcasting's internship programs and part-time job availabilities, and were on hand to answer questions from potential candidates during the event attended by upwards of 3,000 people.
2	Twin Falls Western Days Celebration	Lee Family Broadcasting participated in the Twin Falls Western Days Celebration. During the parade and at the festival that followed, Lee Family Broadcasting staff made community announcements and were available to answer questions about jobs and internships available to community members. The event was staffed in shifts, and each member of the programming staff was available at one point for questions and comments.
3	Establish an Internship Program	<p>Lee Family Broadcasting, Inc. encouraged area high schools as well as the College Of Southern Idaho to send its students through our internship programs available. We send out a letter of encouragement and an e-mail to school contacts about our internship programs semi-annually.</p> <p>Lee Family Broadcasting, Inc. offers internships for both high school and/or college credit, and for those not wishing to obtain school credit, but rather on-the-job experience. There are some internships that have turned into part-time hires, and qualified and available part-time staff members are always considered when filling full time vacancies.</p>
4	Career On Wheels Day	<p>On May 18th, the Operations Manager and the KZDX-FM Assistant Program Director put on a demonstration for hundreds of 5th graders at the College Of Southern Idaho Expo Center. During the presentation, the children were informed of educational prerequisites for entering into the broadcasting career field, areas of study they should focus on while in grade, middle, and high school, and average salaries for those working in radio.</p> <p><i>(See pictures attached on next page.)</i></p>

LEE FAMILY BROADCASTING, INC.
KZDX-FM, KKMV-FM, KEDJ-FM, KXTA-FM, KART-AM, KBAR-AM, KXTA-AM, K248BZ
EEO PUBLIC FILE REPORT
June 1st, 2015 – May 31st, 2016

Pictures from Recruitment Initiative #4 – Career On Wheels Day



LEE FAMILY BROADCASTING, INC.
KZDX-FM, KKMV-FM, KEDJ-FM, KXTA-FM, KART-AM, KBAR-AM, KXTA-AM, K248BZ, K234CT
EEO PUBLIC FILE REPORT
June 1st, 2016 – May 31st, 2017

I. VACANCY LIST

JOB TITLE	RECRUITMENT SOURCES (RS) USED TO FILL VACANCY	RS REFERRING HIREE
Chief Engineer	15-18, 21	21
Assistant Program Director / Afternoon Host	15-19, 21-22	22
Director of Digital & Social Media	15-19, 21-22	21

LEE FAMILY BROADCASTING, INC.

KZDX-FM, KKMV-FM, KEDJ-FM, KXTA-FM, KART-AM, KBAR-AM, KXTA-AM, K248BZ, K234CT

EEO PUBLIC FILE REPORT

June 1st, 2016 – May 31st, 2017

II. MASTER RECRUITMENT SOURCE LIST

RS NUMBER	RS INFORMATION	SOURCE ENTITLED TO VACANCY NOTIFICATION? (YES/NO)	NO. OF INTERVIEWEES REFERRED BY RS OVER 12-MONTH PERIOD
1	Idaho Department Of Labor ATTN: Employment Specialist PO BOX 5129, Twin Falls, Idaho 83303 (208) 735-2500 Ext. 3653 www.labor.idaho.gov	YES	0
2	Idaho Department Of Labor 127 W. 5 th Street N. Burley, ID 83318 (208) 678-5518	YES	0
3	Center For New Directions ATTN: Kate Woods PO Box 1238 Twin Falls, ID 83303 (208) 732-6680	YES	0
4	College Of Southern Idaho Latinos Unidos PO Box 1238 Twin Falls, Idaho 83303	YES	0
5	Community Council Of Idaho 406 Gardner Twin Falls, Idaho 83301 (208) 734-3336	YES	0
6	Idaho State Broadcasters Association ATTN: Connie Searles 1674 Hill Road Suite 3 Boise, Idaho 83702	YES	0
7	Boise State University Career Center 1173 University Drive Boise, Idaho 83701 (208) 426-1747 http://career.boisestate.edu	YES	0
8	ISU Career Center ATTN: Tara Ridgeway 921 S. 8 th Stop 8108 Pocatello, ID 83209 (208) 282-2380 ridtara@isu.edu	YES	0
9	LDSJobs.Org 726 Cheney Drive Twin Falls, Idaho 83301 www.ldsjobs.org	YES	0
10	College Of Southern Idaho Career Placement Nina Schwarz P.O. Box 1238 Twin Falls, Idaho 83303 nschwarz@csi.edu (208) 732-6273	YES	0
	<i>(CONTINUED ON NEXT PAGE)</i>		

11	College Of Southern Idaho International & Multicultural Students Club Kim Prestwich P.O. Box 1238 Twin Falls, Idaho 83303	YES	0
12	Idaho Migrant Council 406 Gardner Twin Falls, Idaho 83301 (208) 734-3336	YES	0
13	Idaho State Broadcasters Association Connie Searles 1674 Hill Road #3 Boise, Idaho 83702-0958	YES	0
14	Idaho Commission on Hispanic Affairs Lymaris Blackmon 304 W. Jefferson Street #235 Boise, Idaho 83720 (208) 334-3776	YES	0
15	Station Websites www.club975.com www.hot100now.com www.1031theedge.com www.kat106.com www.947buckfm.com www.991laperrona.com	YES	4
16	On Air Announcements	NO	7
17	www.allaccess.com	YES	16
18	www.radio-online.com	YES	3
19	Employee Referral	NO	1
20	Non-Employee Referral	NO	0
21	Walk-in Applicant	NO	2
22	Internal Promotion – Employee	NO	1

LEE FAMILY BROADCASTING, INC.
 KZDX-FM, KKMV-FM, KEDJ-FM, KXTA-FM, KART-AM, KBAR-AM, KXTA-AM, K248BZ, K234CT
 EEO PUBLIC FILE REPORT
 June 1st, 2016 – May 31st, 2017

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Twin Falls Western Days Celebration	<p>Lee Family Broadcasting participated in the Twin Falls Western Days Celebration June 3rd, 4th and 5th. During the parade and at the festival that followed, Lee Family Broadcasting staff made community announcements and were available to answer questions about jobs and internships available to community members. The event was staffed in shifts, and each member of the programming staff made themselves available at one point for questions and comments regarding their position at the SEU, what the job entailed, and how one would prepare and apply for a similar or future vacancy.</p>
2	Establish an Internship Program	<p>Lee Family Broadcasting, Inc. encouraged area high schools as well as the College Of Southern Idaho to send its students through our internship programs available. We send out a letter of encouragement and an e-mail to school contacts about our internship programs semi-annually.</p> <p>Interns during the reporting period spent time with the Operations Manager on KZDX-FM and the Morning Show Host on KEDJ-FM learning skills and responsibilities of the job, the educational avenues they should pursue to better prepare themselves for a career in broadcasting, and at the end were given a final project to complete that proved to both SEU's supervisors and school administrators that students received a vast knowledge of broadcasting while studying with our employees.</p> <p>Lee Family Broadcasting, Inc. offers internships for both high school and/or college credit, and for those not wishing to obtain school credit, but rather on-the-job experience. Several internships have turned into part-time hires, and qualified and available part-time staff members are always considered when filling full time vacancies.</p>
3	Hosted Event/Program Sponsored by Educational Institution	<p>On September 23rd, KZDX-FM, KKMV-FM, KEDJ-FM, K248BZ, K234CT and KART-AM hosted an on-air fund drive for Magic Valley Rehabilitation Services. During the event, listeners were encouraged to donate to MVRS, an organization that assists those with disabilities find employment in Southern Idaho. During the broadcasts, the SEU also shared information of job vacancies within its employment unit and how one – with OR without a disability – could apply for those vacancies. All on-air staff made themselves available throughout the event to answer questions from listeners about pursuing a career in radio.</p>
4	Career On Wheels Day	<p>On May 17th, the KKMV-FM Morning Show Host, Director of Digital Sales & Social Media and K248BZ Assistant Program Director put on a demonstration for hundreds of 5th graders at the College Of Southern Idaho Expo Center. During the presentation, the children were informed of educational prerequisites for entering into the broadcasting career field, areas of study they should focus on while in grade, middle, and high school, and average salaries for those working in radio.</p>
	(CONTINUED ON NEXT PAGE)	

5	On Air Announcements	The SEU periodically airs Public Service Announcements that encourage interested parties to submit their resume for employment consideration. Furthermore, when there is a vacancy, the SEU airs a Public Service Announcement specific to said vacancy and includes detailed information on skills and experience required, and how applicants go about submitting their resume and application for employment consideration.
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