

## 2021 ANNUAL EEO PUBLIC FILE REPORT

The purpose of this EEO Public File Report (“Annual EEO Report”) is to comply with Section 73.2080(c)(6) of the FCC’s Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following stations, which collectively form a single Station Employment Unit for purposes of the EEO Rules:

### Employment Unit Covered:

KWFI (formerly KID-FM), KWFO (formerly KCHQ), KID, KIDG (formerly KEGE), KIDJ (formerly KQEZ), KLLP, KGTM, KPKY, KZKY, KWIK, KRXX, KOUW

### Reporting Period:

June 1, 2020 – May 31, 2021

### Full-Time Vacancies Filled During Reporting Period and Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy:

Job Title of Full-Time Vacancy	Date Filled	Hire Source	Recruitment Source
1. Account Executive	07/20/2020	Indeed	See Recruitment Source List for entries on or before 05/13/2020.
2. Account Executive	3/15/2021	Radio Ads	See Recruitment Source List for entries on or before 01/20/2021.
3. KID News Producer	06/21/2020	Referral	See Recruitment Source List for entries on or before 05/13/2020.
4. KID News Producer	11/11/2021	Employee Referral	See Recruitment Source List for entries on or before 01/20/2021.
5. The Wolf Program Director	10/15/2020	Station Website	See Recruitment Source List for entries on or before 05/13/2020.

### Total Number of Interviewees for All Full-Time Vacancies Filled:

Recruitment Source	Number of Interviewees Referred
Employee Referral	1
Self-Referral	
Airtalents.com	
AllAccess.com	
AMFMJobs.com	
Boise State Career Center	
BYU - Idaho CBC Internships & Career Services	
BYU – Idaho Communications Department	

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Careerpage.org	
Casper College	
Central Wyoming College	
College of Idaho	
Colorado Media School	
Coeur D' Alene Tribe HR	
Development Workshop, Inc.	
Eastern Idaho Technical College - Career Services	
Idaho Department of Juvenile Corrections	
Idaho Department of Labor	
Idaho Department of Labor - Internships	
Idaho Department of Labor - Veteran Affairs	
<b>Idaho State Broadcasters Association</b>	
Idaho State University Career Center	
Idaho State University Student Opportunity Development	
Indeed.com	<b>1</b>
ITT Technical Institute – Boise	
LDS Employment Resource Services	
Lewis & Clark State College	
Montana State University – Bozeman	
NAACP – Pocatello Branch	
Northwest Nazarene University Career Center	
Ohio/Illinois Center for Broadcasting	
Shoshone Bannock Tribes of the Fort Hall Reservation Idaho	
Stevens-Henager College Idaho Falls	
University of Idaho – JAMM	
University of Montana Western	
Utah State University Career Services	
Vocational Rehabilitation	
<a href="http://www.classifiedads.com">www.classifiedads.com</a>	
<a href="http://www.learn4good.com">www.learn4good.com</a>	
<a href="http://www.richbroadcasting.com">www.richbroadcasting.com</a> – Company Website	
<a href="http://www.RAB.com">www.RAB.com</a>	
Other Market Referral Source	<b>1</b>
Linkdin	
Radio Ads	<b>2</b>
Station Websites	<b>3</b>
Word of mouth	<b>1</b>
Unknown	
Station Socials	
Word of Mouth	
Unknown	
<b>TOTAL INTERVIEWS:</b>	<b>9</b>

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### Performance Initiatives Undertaken:

1. **Establish and Maintain an On-Going Internship Program for Area College and High School Students-** The Unit welcomes students from area universities/colleges or High Schools who are motivated and excited about expanding their knowledge and hands-on experience in a radio broadcasting environment. Students must be enrolled in a program related to the broadcasting industry and receive course credit hours upon completion of the semester-long program. During the period covered by this report, the Unit had Zero (0) interns.
  
2. **Job Fairs-** During the period covered by this report, the Unit participated in Zero (0) career/job fairs: During all job fairs, the participants/attendees were encouraged and educated in considering careers in radio broadcasting and internship opportunities.

### Recruitment Source List:

The following sources have requested notification of job openings:

Start/End Dates:	Recruitment Source:
Start: 4/26/2011	<b>Airtalents.com</b> Contact: webmaster@airtalents.com Address: Phone:
Start: 4/26/2011	<b>All Access</b> Contact: Joel Denver Address: 28955 Pacific Coast Hwy #210-5, Malibu, CA 90265 Phone: (310) 457-6616
Start: 4/26/2011	<b>AMFMJobs.com</b> Contact: Address: P.O. Box 4116, Oceanside, CA 92052 Phone:
Start: 3/06/2012	<b>Boise State Career Center</b> Contact: Vickie Coale Address: 1910 University Drive, Boise, ID 83725-1310 Phone: (208) 426-1747
Start: 5/02/2011	<b>BYU - Idaho CBC Internships &amp; Career Services</b> Contact: Lane Muranaka Address: 269 Smith Building, Rexburg, ID 83440 Phone: (208) 496-2784
Start: 8/22/2012	<b>BYU-Idaho Communication Department</b> Contact: Beth Hendricks, Brian Howard, Brandon Isle, John Thompson Address: Spori 229, Rexburg, ID 83440

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	Phone: (208) 496-3691
<b>Start: 5/09/2013</b>	<b>Careerpage.org</b> Contact: Laura Grott Address: PO Box 1387, 7217 Hawthorne Dr., Cheyenne, WY 82003 Phone: (307) 632-7622
<b>Start: 4/16/2013</b>	<b>Casper College</b> Contact: Janet DeVries Address: 125 College Drive GW, Casper, WY 82601 Phone: (307) 268-2662
<b>Start: 2/23/2012</b>	<b>College of Idaho</b> Contact: Michelle Smith Address: 2112 Cleveland Blvd., Box 40, Caldwell, ID 83605-4432 Phone: (208) 459-5508
<b>Start: 2/25/2014</b>	<b>Colorado Media School</b> Contact: Terry Cuff Address: 404 S. Upham St., Lakewood, CO 80226 Phone: (303) 937-7070
<b>Start: 06/01/2020</b>	<b>Coeur D'Alene Tribe HR</b> <b>Contact: Heather Harper</b> <b>Address; 850 A Street Plummer, ID 83851</b> <b>Phone: 208-686-1800</b>
<b>Start: 4/02/2013</b>	<b>Development Workshop, Inc.</b> Contact: Brooke Cox Address: 2475 Leslie Ave., Idaho Falls, ID 83402 Phone: (208) 589-5623
<b>Start: 4/19/2011</b>	<b>Eastern Idaho Technical College - Career Services</b> Contact: Hailey Mack Address: 1600 South 25th East, Idaho Falls, ID 83404 Phone: (208) 524-3000 ext. 3337
<b>Start: 5/08/2014</b>	<b>Idaho Department of Juvenile Corrections</b> Contact: Rick Berrett Address: PO Box 40 St. Anthony, ID 83445 Phone: (208) 624-2156
<b>Start: 4/18/2011</b>	<b>Idaho Department of Labor</b> Contact: Jinny Boozer Address: 1515 East Lincoln Road, Idaho Falls, ID 83401 Phone: (208) 557-2500

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<p><b>Start: 4/02/2013</b></p>	<p><b>Idaho Department of Labor – Internships</b>            Contact: Windy Keele            Address: 1515 East Lincoln Road, Idaho Falls, ID 83401            Phone: (208) 557-2500 ext. 3053</p>
<p><b>Start: 4/02/2013</b></p>	<p><b>Idaho Department of Labor – Veteran Affairs</b>            Contact: Kenneth Collins            Address: 155 North Maple, P.O. Box 9, Blackfoot, ID 83221-0009            Phone: (208) 236-6713 ext.3708</p>
<p><b>Start: 9/12/2013</b></p>	<p><b>Idaho State Broadcasters Association</b>            Contact: Connie Searles            Address: 1674 West Hill Road, Suite 3, Boise, ID 83702            Phone: (208) 345-3072</p>
<p><b>Start: 4/29/2011</b></p>	<p><b>Idaho State University Career Center</b>            Contact: Troy Kase            Address: 921 So. 8th Ave., Stop 8108, Pocatello, ID 83209-8108            Phone: (208) 282-2380</p>
<p><b>Start: 3/15/2017</b></p>	<p><b>Idaho State University Student Opportunity Development</b>            Contact: Liz Knight            Address: 921 So. 8<sup>th</sup> Ave., Stop 8010, Pocatello, ID 83209-8010            Phone: (208) 282-3662</p>
<p><b>Start: 2/23/2012</b></p>	<p><b>ITT Technical Institute – Boise</b>            Contact: Jeffrey White            Address: 12302 West Explorer Drive, Boise, ID 83713-1529            Phone: (280) 322-8844</p>
<p><b>Start: 5/28/2011</b></p>	<p><b>KLLP-FM Website (star98radio.com)</b>            Contact: Josh Bristol            Address: 1406 Commerce Way, Idaho Falls, ID 83401            Phone: (208) 524-5900</p>
<p><b>Start: 5/28/2011</b></p>	<p><b>KPKY-FM Website (classicrockidaho.com)</b>            Contact: Josh Bristol            Address: 1406 Commerce Way, Idaho Falls, ID 83401            Phone: (208) 524-5900</p>
<p><b>Start: 5/28/2011</b></p>	<p><b>KID-AM Website (kidnewsradio.com)</b>            Contact: Josh Bristol            Address: 1406 Commerce Way, Idaho Falls, ID 83401            Phone: (208) 524-5900</p>
<p><b>Start: 5/28/2011</b></p>	<p><b>KWFI-FM Website (wolfidaho.com)</b>            Contact: Josh Bristol</p>

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	Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900
<b>Start: 4/19/2011</b>	<b>LDS Employment Resource Services</b> Contact: Scott Brizzee Address: 837 Park Ave., Idaho Falls, ID 83402 Phone: (208) 523-4880
<b>Start: 7/10/2011</b>	<b>Lewis &amp; Clark State College</b> Contact: Debra Lybyer Address: 500 8 <sup>th</sup> Avenue/ Career Development, Lewiston, ID 83501-2698 Phone: (208) 792-2313
<b>Start: 4/15/2013</b>	<b>Montana State University – Bozeman</b> Contact: Chantelle Mahan Address: 177 Strand Union Building, Bozeman, MT 59717 Phone: (406) 994-5485
<b>Start: 9/11/2011</b>	<b>NAACP – Pocatello Branch</b> Contact: Michael Pettaway Address: PO Box 4192, Pocatello, ID 83205
<b>Start: 4/23/2013</b>	<b>Northwest Nazarene University Career Center</b> Contact: Janet Dodge Address: 623 South University Blvd., Nampa, ID 83686 Phone: (208) 467-8767
<b>Start: 6/07/2012</b>	<b>Ohio/Illinois Center for Broadcasting</b> Contact: Gary James Address: 9885 Rockside Road, Suite 160, Cleveland, OH 44125 Phone: (216) 503-5900
<b>Start: 06/01/2020</b>	<b>Shoshone Bannock Tribes of the Fort Hall Reservation Idaho</b> <b>Contact: Jessica Hood</b> <b>Phone: 208-478-3856</b> <b>Address: PO Box 306 Fort Hall, ID 83203</b>
<b>Start: 3/06/2012</b>	<b>Stevens-Henager College Idaho Falls</b> Contact: Jason Batalden Address: 901 Pier View Drive, Suite 105, Idaho Falls, ID 83402 Phone: (208) 528-7692 ext. 1894
<b>Start: 3/01/2017</b>	<b>University of Idaho</b> Contact: Alice Allen Address: 1784 Science Center Drive, Idaho Falls, ID 83402 Phone: (208) 757-5500

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<p><b>Start: 2/28/2012</b></p>	<p><b>University of Idaho – JAMM</b>            Contact: Glenn Mosley            Address: P.O. Box 443178, Moscow, ID 83844-3178            Phone: (208) 885-6020</p>
<p><b>Start: 4/23/2013</b></p>	<p><b>University of Montana Western</b>            Contact: Ryann Schedel            Address: 710 South Atlantic, Dillon, MT 59725            Phone: (406) 683-7135</p>
<p><b>Start: 4/15/2013</b></p>	<p><b>Utah State University Career Services</b>            Contact: Maleah Christensen            Address: 4305 Old Main Hill, Logan, UT 84322-4305            Phone: (435) 797-7777</p>
<p><b>Start: 2/23/2017</b></p>	<p><b>Vocational Rehabilitation</b>            Contact: Becca Freeburne            Address: 490 North Maple, Suite B, Blackfoot, ID 83221            Phone: (208) 785-6649</p>
<p><b>Start: 2/20/2012</b></p>	<p><a href="http://www.classifiedads.com">www.classifiedads.com</a>            Contact:            Address:            Phone:</p>
<p><b>Start: 2/20/2012</b></p>	<p><a href="http://www.learn4good.com">www.learn4good.com</a>            Contact:            Address:            Phone:</p>
<p><b>Start: 5/18/2011</b></p>	<p><a href="http://www.richbroadcasting.com">www.richbroadcasting.com</a>            Contact: Josh Bristol            Address: 1406 Commerce Way, Idaho Falls, ID 83401            Phone: (208) 524-5900</p>
<p><b>Start: 05/02/2018</b></p>	<p><a href="http://www.indeed.com">www.indeed.com</a>  <b>Contact:</b>  <b>Address:</b>  <b>Phone:</b></p>
<p><b>Start: 05/02/2018</b></p>	<p><a href="http://www.RAB.com">www.RAB.com</a>  <b>Contact:</b>  <b>Address:</b>  <b>Phone:</b></p>
<p><b>Started 06/01/2020</b></p>	<p><b>Idaho Falls Chamber of Commerce</b>  <b>Contact:</b>  <b>Address:</b></p>

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	<b>Phone:</b>
<b>Started 06/01/2020</b>	<b>Rexburg Chamber of Commerce</b> <b>Contact:</b> <b>Address:</b> <b>Phone:</b>
<b>Started 06/01/2020</b>	<b>Pocatello/ Chubbuck Area Chamber of Commerce</b> <b>Contact:</b> <b>Address:</b> <b>Phone:</b>
<b>Started 06/01/2020</b>	<b>Rigby Chamber of Commerce</b> <b>Contact:</b> <b>Address:</b> <b>Phone:</b>

This Annual Report was placed in each station's public inspection file on **May 24, 2021**, and posted on the stations' website, in accordance with FCC's EEO Rules.