

EQUAL EMPLOYMENT OPPORTUNITY

Notification of Job Vacancies

Idavend Company, Inc., licensee of KRLC(AM), KMOK(FM), and KVTY(FM), is an equal opportunity employer. Idavend Company provides notification of full-time job vacancies to organizations assisting job seekers. Any organization which would like to receive notification of job openings at our stations should contact us and request to be included on our employment opportunity notification list. Organizations can make such requests by mail 805 Stewart Ave. Lewiston, ID 93501, fax 208-7453-4440, or e-mail mprasil@idavend.com. When making such requests please provide us with the name of the organization, the address, the phone number, the fax number, and the name of the contact representative to whom notifications should be sent. Script above is running once a day on all three stations

Full-Time Job Openings

Annual EEO Public File Report

EEO PUBLIC FILE REPORT

A. Employment Unit Covered

KRLC-AM, KMOK-FM, KVTY-FM

B. Reporting Period

June 1, 2014 -May 31, 2015

C. Full-Time Vacancies Filled During Reporting Period

(1)	Job Title: Marketing Consultant	Date Filled: June 2, 2014
(2)	Job Title: Promotions Director	Date Filled: June 2, 2014
(3)	Job Title: Marketing Consultant	Date Filled: July 21, 2014
(4)	Job Title: Marketing Consultant	Date Filled: Feb 1, 2015

D. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy (Organizations entitled to notification identified by *.

1. Job Title: Marketing Consultant

Date Filled: June, 2, 2014 Amanda

Recruitment Source	Contact Person	Address	Phone	Hired
Lewiston Morning Tribune and Tribune on-line	Mary Burger	mberger@lmtribune.com	208-743-9411	1-no
Idavend Broadcasting	Melva Prasil	805 Stewart Ave. Lewiston, ID	208-743-1551	1-no 1-yes
Craig's List Lewiston				2-no
LCSC Career Development	Debra Lybyer	dlybyer@lcsc.edu 500 8 th Ave. Lewiston	208-792-2298	
WSU Career Services *	Joe Sampson	Joe.sampson@wsu.edu		
U of I Career Development	Bob Kesler	jobs@uidaho.edu	208-885-6424	
*U of I School of Mass Media	Glenn Mosley	gmosley@uidaho.edu		
U of I Career Services	Denise Bennett	deniseb@uidaho.edu		
Nez Perce Tribe TERO office	Lita Ferguson	litaf@nezperce.org		
WSU Career Services*	Denise Blacker	blackerd@wsu.edu		
WSU Career Services	Lisa Laughter	laughter@wsu.edu		

Total number of interviewees from all sources for this position: 5 (same group as July 21 hire)

2. Job Title: Promotions Director

Date Filled: June 2, 2014 Morgan

Recruitment Source	Contact Person	Address	Phone	Hired
Lewiston Morning Tribune and Tribune on-line	Mary Burger	mberger@lmtribune.com	208-743-9411	
IVB, INWB, KRPL, Inc.	Melva Prasil	805 Stewart Ave. Lewiston, ID	208-743-1551	5-no 1-Yes
Craig's List Lewiston				2-no
LCSC Career Development	Debra Lybyer	dlybyer@lcsc.edu 500 8 th Ave. Lewiston	208-792-2298	
WSU Career Services *	Joe Sampson	Joe.sampson@wsu.edu		
U of I Career Development	Bob Kesler	jobs@uidaho.edu	208-885-6424	
*U of I School of Mass Media	Glenn Mosley	gmosley@uidaho.edu		
U of I Career Services	Denise Bennett	deniseb@uidaho.edu		
Nez Perce Tribe TERO office	Lita Ferguson	litaf@nezperce.org		
WSU Career Services*	Denise Blacker	blackerd@wsu.edu		
WSU Career Services	Lisa Laughter	laughter@wsu.edu		
WSU Career Fair	Jan 30, 2014			1-no
Linked In				2-no

Total number of interviewees from all sources for this position: 11

3. Job Title: Marketing Consultant
(Erica)

Date Filled: July 21, 2014

Recruitment Source	Contact Person	Address	Phone	Hired
Lewiston Morning Tribune and Tribune on-line	Mary Burger	mberger@lmtribune.com	208-743-9411	1- yes
Idavend Broadcasting	Melva Prasil	805 Stewart Ave. Lewiston, ID	208-743-1551	2-no
Craig's List Lewiston				2-no
LCSC Career Development	Debra Lybyer	dlybyer@lsc.edu 500 8 th Ave. Lewiston	208-792-2298	
WSU Career Services *	Joe Sampson	Joe.sampson@wsu.edu		
U of I Career Development	Bob Kesler	jobs@uidaho.edu	208-885-6424	
*U of I School of Mass Media	Glenn Mosley	gmosley@uidaho.edu		
U of I Career Services	Denise Bennett	deniseb@uidaho.edu		
Nez Perce Tribe TERO office	Lita Ferguson	litaf@nezperce.org		
WSU Career Services*	Denise Blacker	blackerd@wsu.edu		
WSU Career Services	Lisa Laughter	laughter@wsu.edu		
Part time person Applied within				

Total number of interviewees from all sources for this position: 5 (same group as June 2 hire)

4. Job Title: Marketing Consultant

Date Filled: February 1, 2015
Andrey

Recruitment Source	Contact Person	Address	Phone	Hired
Lewiston Morning Tribune and Tribune on-line	Mary Burger	mberger@lmtribune.com	208-743-9411	2 no
Idavend Broadcasting	Melva Prasil	805 Stewart Ave. Lewiston, ID	208-743-1551	1-no
Craig's List Lewiston				2 no
LCSC Career Development	Debra Lybyer	dlybyer@lcsc.edu 500 8 th Ave. Lewiston	208-792-2298	
WSU Career Services *	Lisa Laughter	laughter@wsu.edu		
U of I Career Development	Bob Kesler	jobs@uidaho.edu	208-885-6424	
*U of I School of Mass Media	Glenn Mosley	gmosley@uidaho.edu		1 yes
U of I Career Services	Denise Bennett	deniseb@uidaho.edu		
Nez Perce Tribe TERO office	Lita Ferguson	litafer@nezperce.org		
WSU Career Services*	Denise Blacker	blackerd@wsu.edu		
WSU Career Services	Joe Sampson	Joe.sampson@wsu.edu		
Referral from employee				1 no
KRPL, Inc INW Moscow	Melva Prasil	805 Stewart Ave. Lewiston, ID	208-743-1551	

Total number of interviewees from all sources for this position: 7

E. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Reporting Period: 28

F. Total Number of Interviewees for All Full-Time Vacancies Filled During the Reporting Period Per Recruitment/Referral Sources

Recruitment Source	Contact Person	Address	Phone	Hired
Lewiston Morning Tribune and Tribune on-line	Mary Burger	mberger@lmtribune.com	208-743-9411	3-no 1 yes
Idavend Broadcasting	Melva Prasil	805 Stewart Ave. Lewiston, ID	208-743-1551	9 no 2 yes
Craig's List				8 no
LCSC Career Development	Debra Lybyer	dlybyer@lsc.edu 500 8 th Ave. Lewiston	208-792-2298	
WSU Career Services *	Glen Johnson	galjohns@wsu.edu		
U of I Career Development	Bob Kesler	P O Box 441101 Moscow, ID jobs@uidaho.edu	208-885-6424	
*U of I School of Mass Media	Glenn Mosley	gmosley@uidaho.edu		1 yes
U of I Career Services	Denise Bennett	deniseb@uidaho.edu		
Nez Perce Tribe TERO office	Lita Ferguson	litaferg@nezperce.org		
WSU Career Services	Denise Blacker	blackerd@wsu.edu		
WSU Career Services	Sandra Brabb	brabb@wsu.edu		
Employee Referral				1 No
Inland NW Broadcating/K RPL,Inc.				
WSU Career Fair				1 No
Linked In				2 No

G. Outreach Activities Performed During the Reporting Period

Initiative	Scope of Participation and Location	Station Staff Involved
WSU Fall 2014 Career Expo & CEA Technical Career Fair Oct 7, 2014	spent the day discussing career opportunities and searching for intern candidates	Rob Prasil, owner Whitney Mueller, Research and Development Director
U of I Fall Career Fair Tuesday Oct 8, 2014	spent the day discussing career opportunities and searching for intern candidates	Rob Prasil, owner Whitney Mueller, Research and Development Director
Spring WSU Career Expo Feb 2, 2015	spent the day discussing career opportunities and searching for intern candidates	Carrie McKenna Promotions
U of I All Majors Career Fair Feb 4, 2015	spent the day discussing career opportunities and searching for intern candidates	Rob Prasil, owner Whitney Mueller, Research and Development Director
LCSC Kids College August 4-7 th 2014 "Radical Radio"	Week long program at the radio station teaching all aspects of radio broadcasting as a career	Whitney, Promotions and Development, Greg Production, Kass and Kelly Programming

Job Shadow Oct 27, 2014 three qualified students with disabilities joined the morning show, observed production and were introduced to how our promotion department connects us to the community and how sales are conducted and what they mean to the stations	See column one	Kass Wilponen Program director KVTY
Job Shadow Dec 9 two students from Jennifer Junior High spent the morning visiting all aspects of the radio station	See column one	Michelle King hosted, IT Director
Career Reception Student Veterans Oct 6, 2014 WSU	Mingled with veterans discussing career opportunities	Rob Prasil, Owner Whitney Agular Director of Research and Development
March 4, 2015 CHS class called Advancement Via Individual Determination, a college readiness system	Discussion on radio and what a career in radio is and hands on learning about production	Kelly Wayne, Director of Operations
Station Tour for Asotin High School students for a career expo	Explained how commercials are sold and get on the air	Greg Craber, production director