

## 2020 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:

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

### Reporting Period:

June 1, 2019 – May 31, 2020

### 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              | 07/12/2019  | Market Referral | See Recruitment Source List for entries on or before May 17, 2019.     |
| 2. Account Executive              | 08/05/2019  | Market Referral | See Recruitment Source List for entries on or before May 17, 2019.     |
| 3. Account Executive              | 11/04/2020  | Market Referral | See Recruitment Source List for entries on or before October 04, 2020. |
| 4. Broadcast transmitter Engineer | 05/22/2020  | Market Referral | See Recruitment Source List for entries on or before May 22, 2020.     |

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

| Recruitment Source                            | Number of Interviewees Referred |
|---|---------------------------------|
| Employee Referral                             | 4                               |
| Self-Referral                                 |                                 |
| Airtalents.com                                |                                 |
| AllAccess.com                                 |                                 |
| AMFMJobs.com                                  |                                 |
| Boise State Career Center                     |                                 |
| BYU - Idaho CBC Internships & Career Services |                                 |
| BYU – Idaho Communications Department         |                                 |
| Careerpage.org                                |                                 |
| Casper College                                |                                 |
| Central Wyoming College                       |                                 |

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| 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  | <b>1</b>  |
| Idaho Department of Labor- Internships   |           |
| Idaho Department of Labor- Veteran Affairs   |           |
| Idaho State Broadcasters Association   |           |
| Idaho State University Career Center   |           |
| Indeed.com   | <b>2</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<br>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 | <b>5</b>  |
| Other Market Referral Source   |           |
| Radio Ads  |           |
|  |           |
|  |           |
|  |           |
|  |           |
|  |           |
| <b>TOTAL INTERVIEWS:</b>   | <b>12</b> |

### 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.

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2. **Job Fairs-** During the period covered by this report, the Unit participated in three (3) career/job fairs:
- July 25, 2019 – Department of Labor Job The career fair was attended by the Director of Human Resources.
  - August 22, 2019 - ISU 2019 Part time/ Internship career fair the career fair was attended by the Director Human Resources.
  - November 07,2019 – Department of Labor Veterans Hiring Event The career fair was attended by the Director of Human Resources.

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><br>Contact: webmaster@airtalents.com<br>Address:<br>Phone:  |
| Start: 4/26/2011 | <b>All Access</b><br>Contact: Joel Denver<br>Address: 28955 Pacific Coast Hwy #210-5, Malibu, CA 90265<br>Phone: (310) 457-6616   |
| Start: 8/05/2011 | <b>allaboutcountry.com</b><br>Contact: Kim Hennes<br>Address: 311 E Center Ave., Lake Bluff, IL 60044<br>Phone: (910) 520-9154<br>*On-Air Country Radio Job Openings ONLY |
| Start: 4/26/2011 | <b>AMFMJobs.com</b><br>Contact:<br>Address: P.O. Box 4116, Oceanside, CA 92052<br>Phone:  |
| Start: 3/06/2012 | <b>Boise State Career Center</b><br>Contact: Vickie Coale<br>Address: 1910 University Drive, Boise, ID 83725-1310<br>Phone: (208) 426-1747                                |
| Start: 5/02/2011 | <b>BYU - Idaho CBC Internships &amp; Career Services</b><br>Contact: Lane Muranaka<br>Address: 269 Smith Building, Rexburg, ID 83440<br>Phone: (208) 496-2784             |

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|---------------------------------|--|
| <p><b>Start: 8/22/2012</b></p>  | <p><b>BYU-Idaho Communication Department</b><br/>           Contact: Beth Hendricks, Brian Howard, Brandon Isle, John Thompson<br/>           Address: Spori 229, Rexburg, ID 83440<br/>           Phone: (208) 496-3691</p> |
| <p><b>Start: 4/04/2013</b></p>  | <p><b>BYU-Idaho Communication Department</b><br/>           Contact: Melissa Merrill<br/>           Address: Spori 114B, Rexburg, ID 83440<br/>           Phone: (208) 496-3691</p>  |
| <p><b>Start: 5/09/2013</b></p>  | <p><b>Careerpage.org</b><br/>           Contact: Laura Grott<br/>           Address: PO Box 1387, 7217 Hawthorne Dr., Cheyenne, WY 82003<br/>           Phone: (307) 632-7622</p>  |
| <p><b>Start: 4/16/2013</b></p>  | <p><b>Casper College</b><br/>           Contact: Janet DeVries<br/>           Address: 125 College Drive GW, Casper, WY 82601<br/>           Phone: (307) 268-2662</p>   |
| <p><b>Start: 4/15/2013</b></p>  | <p><b>Central Wyoming College</b><br/>           Contact: Lance Goede<br/>           Address: 2660 Peck Ave., Riverton, WY 82501<br/>           Phone: (307) 855-2175</p>  |
| <p><b>Start: 2/23/2012</b></p>  | <p><b>College of Idaho</b><br/>           Contact: Michelle Smith<br/>           Address: 2112 Cleveland Blvd., Box 40, Caldwell, ID 83605-4432<br/>           Phone: (208) 459-5508</p>                                     |
| <p><b>Start: 9/10/2013</b></p>  | <p><b>College of Southern Idaho</b><br/>           Contact: Merry Olson<br/>           Address: 315 Falls Avenue, P.O. Box 1238, Twin Falls, ID 83301<br/>           Phone: (208) 732-6306</p>                               |
| <p><b>Start: 2/25/2014</b></p>  | <p><b>Colorado Media School</b><br/>           Contact: Terry Cuff<br/>           Address: 404 S. Upham St., Lakewood, CO 80226<br/>           Phone: (303) 937-7070</p>   |
| <p><b>Start: 06/01/2020</b></p> | <p><b>Coeur D'Alene Tribe HR</b><br/>           Contact: Heather Harper<br/>           Address; 850 A Street Plummer, ID 83851<br/>           Phone: 208-686-1800</p>  |
| <p><b>Start: 4/02/2013</b></p>  | <p><b>Development Workshop, Inc.</b><br/>           Contact: Brooke Cox</p>  |

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|  | <p>Address: 2475 Leslie Ave., Idaho Falls, ID 83402<br/>Phone: (208) 589-5623</p>  |
| <p><b>Start: 4/02/2013</b><br/><b>End: 5/01/2014</b></p> | <p><b>Development Workshop, Inc.</b><br/>Contact: Karen M. Ker<br/>Address: 2475 Leslie Ave., Idaho Falls, ID 83402<br/>Phone: (208) 589-5679</p>  |
| <p><b>Start: 4/19/2011</b></p>                           | <p><b>Eastern Idaho Technical College - Career Services</b><br/>Contact: Hailey Mack<br/>Address: 1600 South 25th East, Idaho Falls, ID 83404<br/>Phone: (208) 524-3000 ext. 3337</p>                |
| <p><b>Start: 5/08/2014</b></p>                           | <p><b>Idaho Department of Juvenile Corrections</b><br/>Contact: Rick Berrett<br/>Address: PO Box 40 St. Anthony, ID 83445<br/>Phone: (208) 624-2156</p>  |
| <p><b>Start: 4/18/2011</b></p>                           | <p><b>Idaho Department of Labor</b><br/>Contact: Jinny Boozer<br/>Address: 1515 East Lincoln Road, Idaho Falls, ID 83401<br/>Phone: (208) 557-2500</p>   |
| <p><b>Start: 4/02/2013</b></p>                           | <p><b>Idaho Department of Labor – Internships</b><br/>Contact: Windy Keele<br/>Address: 1515 East Lincoln Road, Idaho Falls, ID 83401<br/>Phone: (208) 557-2500 ext. 3053</p>                        |
| <p><b>Start: 4/02/2013</b></p>                           | <p><b>Idaho Department of Labor – Veteran Affairs</b><br/>Contact: Kenneth Collins<br/>Address: 155 North Maple, P.O. Box 9, Blackfoot, ID 83221-0009<br/>Phone: (208) 236-6713 ext.3708</p>         |
| <p><b>Start: 05/13/2020</b></p>                          | <p><b>Idaho State Broadcasters Association</b><br/>Contact: Connie Searles<br/>Address: 1674 West Hill Road, Suite 3, Boise, ID 83702<br/>Phone: (208) 345-3072</p>                                  |
| <p><b>Start: 4/29/2011</b></p>                           | <p><b>Idaho State University Career Center</b><br/>Contact: Troy Kase<br/>Address: 921 So. 8th Ave., Stop 8108, Pocatello, ID 83209-8108<br/>Phone: (208) 282-2380</p>                               |
| <p><b>Start: 3/15/2017</b></p>                           | <p><b>Idaho State University Student Opportunity Development</b><br/>Contact: Liz Knight<br/>Address: 921 So. 8<sup>th</sup> Ave., Stop 8010, Pocatello, ID 83209-8010<br/>Phone: (208) 282-3662</p> |

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| <p><b>Start: 2/23/2012</b></p> | <p><b>ITT Technical Institute – Boise</b><br/>           Contact: Jeffrey White<br/>           Address: 12302 West Explorer Drive, Boise, ID 83713-1529<br/>           Phone: (280) 322-8844</p>                       |
| <p><b>Start: 5/28/2011</b></p> | <p><b>KLLP-FM Website (star985.com)</b><br/>           Contact: Josh Bristol<br/>           Address: 1406 Commerce Way, Idaho Falls, ID 83401<br/>           Phone: (208) 524-5900</p>                                 |
| <p><b>Start: 5/28/2011</b></p> | <p><b>KPKY-FM Website (949therock.com)</b><br/>           Contact: Josh Bristol<br/>           Address: 1406 Commerce Way, Idaho Falls, ID 83401<br/>           Phone: (208) 524-5900</p>                              |
| <p><b>Start: 5/28/2011</b></p> | <p><b>KID-AM Website (590kid.com)</b><br/>           Contact: Josh Bristol<br/>           Address: 1406 Commerce Way, Idaho Falls, ID 83401<br/>           Phone: (208) 524-5900</p>                                   |
| <p><b>Start: 5/28/2011</b></p> | <p><b>KID-FM Website (rivercountry.com)</b><br/>           Contact: Josh Bristol<br/>           Address: 1406 Commerce Way, Idaho Falls, ID 83401<br/>           Phone: (208) 524-5900</p>                             |
| <p><b>Start: 4/19/2011</b></p> | <p><b>LDS Employment Resource Services</b><br/>           Contact: Scott Brizzee<br/>           Address: 837 Park Ave., Idaho Falls, ID 83402<br/>           Phone: (208) 523-4880</p>                                 |
| <p><b>Start: 7/10/2011</b></p> | <p><b>Lewis &amp; Clark State College</b><br/>           Contact: Debra Lybyer<br/>           Address: 500 8<sup>th</sup> Avenue/ Career Development, Lewiston, ID 83501-2698<br/>           Phone: (208) 792-2313</p> |
| <p><b>Start: 4/15/2013</b></p> | <p><b>Montana State University – Bozeman</b><br/>           Contact: Chantelle Mahan<br/>           Address: 177 Strand Union Building, Bozeman, MT 59717<br/>           Phone: (406) 994-5485</p>                     |
| <p><b>Start: 9/11/2011</b></p> | <p><b>NAACP – Pocatello Branch</b><br/>           Contact: Michael Pettaway<br/>           Address: PO Box 4192, Pocatello, ID 83205<br/>           Phone:</p>   |

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| <p><b>Start: 4/23/2013</b></p>  | <p><b>Northwest Nazarene University Career Center</b><br/>           Contact: Janet Dodge<br/>           Address: 623 South University Blvd., Nampa, ID 83686<br/>           Phone: (208) 467-8767</p>                |
| <p><b>Start: 6/07/2012</b></p>  | <p><b>Ohio/Illinois Center for Broadcasting</b><br/>           Contact: Gary James<br/>           Address: 9885 Rockside Road, Suite 160, Cleveland, OH 44125<br/>           Phone: (216) 503-5900</p>                |
| <p><b>Strat: 06/01/2019</b></p> | <p><b>Shoshone Bannock Tribes of the Fort Hall Reservation Idaho</b><br/>           Contact: Jessica Hood<br/>           Phone: 208-478-3856<br/>           Address: PO Box 306 Fort Hall, ID 83203</p>               |
| <p><b>Start: 3/06/2012</b></p>  | <p><b>Stevens-Henager College Idaho Falls</b><br/>           Contact: Jason Batalden<br/>           Address: 901 Pier View Drive, Suite 105, Idaho Falls, ID 83402<br/>           Phone: (208) 528-7692 ext. 1894</p> |
| <p><b>Start: 3/01/2017</b></p>  | <p><b>University of Idaho</b><br/>           Contact: Alice Allen<br/>           Address: 1784 Science Center Drive, Idaho Falls, ID 83402<br/>           Phone: (208) 757-5500</p>                                   |
| <p><b>Start: 2/28/2012</b></p>  | <p><b>University of Idaho – JAMM</b><br/>           Contact: Glenn Mosley<br/>           Address: P.O. Box 443178, Moscow, ID 83844-3178<br/>           Phone: (208) 885-6020</p>                                     |
| <p><b>Start: 4/23/2013</b></p>  | <p><b>University of Montana Western</b><br/>           Contact: Ryann Schedel<br/>           Address: 710 South Atlantic, Dillon, MT 59725<br/>           Phone: (406) 683-7135</p>                                   |
| <p><b>Start: 4/15/2013</b></p>  | <p><b>Utah State University Career Services</b><br/>           Contact: Maleah Christensen<br/>           Address: 4305 Old Main Hill, Logan, UT 84322-4305<br/>           Phone: (435) 797-7777</p>                  |
| <p><b>Start: 2/23/2017</b></p>  | <p><b>Vocational Rehabilitation</b><br/>           Contact: Becca Freeburne<br/>           Address: 490 North Maple, Suite B, Blackfoot, ID 83221<br/>           Phone: (208) 785-6649</p>                            |
| <p><b>Start: 2/20/2012</b></p>  | <p><a href="http://www.classifiedads.com">www.classifiedads.com</a><br/>           Contact:<br/>           Address:</p>   |

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|                         | Phone:   |
| <b>Start: 2/20/2012</b> | <a href="http://www.craigslist.com">www.craigslist.com</a><br>Contact:<br>Address: 1381 9th Ave., San Francisco, CA 94122<br>Phone: (408) 988-6395                           |
| <b>Start: 2/20/2012</b> | <a href="http://www.learn4good.com">www.learn4good.com</a><br>Contact:<br>Address:<br>Phone:   |
| <b>Start: 5/18/2011</b> | <a href="http://www.richbroadcasting.com">www.richbroadcasting.com</a><br>Contact: Owen Mecham<br>Address: 1406 Commerce Way, Idaho Falls, ID 83401<br>Phone: (208) 524-5900 |
| <b>Start: 5/02/2018</b> | RAB  |