

2013 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, KID, KLLP, KPKY, KWIK, KEGE, KCHQ, KZKY, KQEZ, KGTM, KRXX, KJAX, KSTG^{GT}, KECH-FM, KYKZ^{ZK}, KSKI-FM, KMTN, KZJH, KOUW

Reporting Period:

June 1, 2012 – May 31, 2013

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. KID-FM Program Director/On-Air	8/27/2012	Radio Consultant	See Recruitment Source List for entries on or before April 30, 2012.
2. Account Executive	6/11/2012	Self Referral	See Recruitment Source List for entries on or before June 6, 2012.
3. Account Executive	8/20/2012	Employee Referral	See Recruitment Source List for entries on or before June 6, 2012.
4. Account Executive	8/27/2012	Company Website	See Recruitment Source List for entries on or before June 6, 2012.
5. Account Executive	1/07/2013	AllAccess.com	See Recruitment Source List for entries on or before November 27, 2012
6. Account Executive	3/01/2013	Employee Referral	See Recruitment Source List for entries on or before November 27, 2012
7. On-Air Announcer	2/20/2013	Company Website	See Recruitment Source List for entries on or before February 8, 2013
8. Traffic Coordinator	5/06/2013	Other	See Recruitment Source List for entries on or before April 17, 2013
9. Account Executive	5/13/2013	Eastern Idaho Technical College	See Recruitment Source List for entries on or before March 8, 2013
10. Account Executive	5/13/2013	Self-Referral	See Recruitment Source List for entries on or before April

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12, 2013

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

Recruitment Source	Number of Interviewees Referred
Employee Referral	3
Self-Referral	4
Internal Candidate	
Airtalents.com	
AllAccess.com	1
Allaboutcountry.com	
AMFMJobs.com	
Boise State Career Center	
BYU - Idaho CBC Internships & Career Services	1
BYU – Idaho Communications Department	
Careerpage.org	
Casper College	
Central Wyoming College	
College of Idaho	
Development Workshop, Inc.	
Eastern Idaho Technical College - Career Services	1
Idaho Department of Labor	
Idaho State University Career Center	
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	
Stevens-Henager College Idaho Falls	
University of Idaho – JAMM	
University of Montana Western	
Utah State University Career Services	
www.classifiedads.com	
www.craigslist.com – East Idaho	
www.learn4good.com	
www.richbroadcasting.com – Company Website	2
www.richclassifieds.net	
Other Referral Source	4
Facebook	1
Unknown	1
TOTAL INTERVIEWS:	18

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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 three (3) non-paid interns.
2. **Job Fairs-** During the period covered by this report, the Unit participated in six (6) career/job fairs:
 - a. October 11, 2012 – BYU-Idaho Discovery Day/Career Fair. Job fair was attended by the Market Manager and Director of Human Resources.
 - b. February 20, 2013- BYU-Idaho Discovery Day/Career Fair. Job fair was attended by the Market Manager and Director of Human Resources.
 - c. April 2, 2013 - 4th Annual Mayor's Business Day in Idaho Falls, a Business-to-Business Trade Show & Job Fair. Job fair was attended by the President, Market Manager and Director of Human Resources.
 - d. April 4, 2013 - BYU-Idaho Communications Department Internship and Career Fair. Job fair was attended by the Market Manager, KID AM Program Director and the Director of Human Resources.
 - e. April 22, 2013 - Eastern Idaho Technical College's Career Fair. Job fair was attended by the Director of Human Resources.
 - f. May 13-17, 2013 – Wyoming Association of Broadcasters Virtual Career Fair. Job Fair was promoted on-air by all unit's radio stations. The Director of Human Resources responded to all visitors comments/inquiries.

During all job fairs, the participants/attendees were encouraged and educated in considering careers in radio broadcasting and internship opportunities.

3. **Job Shadow Opportunity** – The Unit maintains a job shadow program, which allows local area high school and university students to shadow a Program Director for up to a three-day period, promoting employment opportunities in radio broadcasting. During the period covered by this report, the Unit had one (1) student participate in the job shadowing program.
4. **Participation in Other Activities** - The Unit has established a practice of hosting tours of its broadcasting facilities to various community organizations and groups. The purpose of these tours is to provide insight and knowledge about the radio broadcasting industry and to discuss possible career opportunities within the broadcasting industry. During the period covered by this report, the Unit conducted three (3) tours.

On October 4, 2012 and April 5, 2013, the Unit's President was a guest speaker at Idaho State University (ISU). The purpose of these speaking engagements was to help educate the ISU Communication students about radio industry and recent transformation in the digital media age, and to promote career opportunities in radio broadcasting.

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On August 16, 2012, October 10, 2012 and December 6, 2012, the Unit's Director of Programming/Digital and Interactive was a guest speaker at Compass Academy. The purpose of this event was to help educate high school students about website development and digital media. In addition, the Director of Programming/Digital and Interactive was able to promote such career opportunities in radio broadcasting.

Recruitment Source List:

The following sources have requested notification of job openings:

Start/End Dates:	Recruitment Source:
Start: 4/26/2011	Airtalents.com Contact: webmaster@airtalents.com Address: Phone:
Start: 4/26/2011	All Access Contact: Joel Denver Address: 28955 Pacific Coast Hwy #210-5, Malibu, CA 90265 Phone: (310) 457-6616
Start: 8/05/2011	allaboutcountry.com Contact: Kim Hennes Address: 311 E Center Ave., Lake Bluff, IL 60044 Phone: (910) 520-9154
Start: 4/26/2011	AMFMJobs.com Contact: Address: P.O. Box 4116, Oceanside, CA 92052 Phone:
Start: 3/06/2012	Boise State Career Center Contact: Vickie Coale Address: 1910 University Drive, Boise, ID 83725-1310 Phone: (208) 426-1747
Start: 5/02/2011	BYU - Idaho CBC Internships & Career Services Contact: Lane Muranaka Address: 269 Smith Building, Rexburg, ID 83440 Phone: (208) 496-2784
Start: 8/22/2012	BYU-Idaho Communication Department Contact: Mark Bailey, Beth Hendricks, Brian Howard, John Thompson Address: Spori 229, Rexburg, ID 83440 Phone: (208) 496-3691
Start: 4/04/2013	BYU-Idaho Communication Department Contact: Melissa Merrill

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	<p>Address: Spori 114B, Rexburg, ID 83440 Phone: (208) 496-3691</p>
<p>Start: 5/09/2013</p>	<p>Careerpage.org Contact: Laura Grott Address: PO Box 1387, 7217 Hawthorne Dr., Cheyenne, WY 82003 Phone: (307) 632-7622</p>
<p>Start: 4/16/2013</p>	<p>Casper College Contact: Janet DeVries Address: 125 College Drive GW, Casper, WY 82601 Phone: (307) 268-2662</p>
<p>Start: 4/15/2013</p>	<p>Central Wyoming College Contact: Lance Goede Address: 2660 Peck Ave., Riverton, WY 82501 Phone: (307) 855-2175</p>
<p>Start: 2/23/2012</p>	<p>College of Idaho Contact: Michelle Smith Address: 2112 Cleveland Blvd., Box 40, Caldwell, ID 83605-4432 Phone: (208) 459-5508</p>
<p>Start: 4/02/2013</p>	<p>Development Workshop, Inc. Contact: Brooke Cox Address: 2475 Leslie Ave., Idaho Falls, ID 83402 Phone: (208) 589-5623</p>
<p>Start: 4/02/2013</p>	<p>Development Workshop, Inc. Contact: Karen M. Ker Address: 2475 Leslie Ave., Idaho Falls, ID 83402 Phone: (208) 589-5679</p>
<p>Start: 4/19/2011</p>	<p>Eastern Idaho Technical College - Career Services Contact: Jessica Dixon Address: 1600 South 25th East, Idaho Falls, ID 83404 Phone: (208) 524-3000 ext. 3337</p>
<p>Start: 4/18/2011</p>	<p>Idaho Department of Labor Contact: Wade Virgin Address: 1515 East Lincoln Road, Idaho Falls, ID 83401 Phone: (208) 557-2500</p>
<p>Start: 4/02/2013</p>	<p>Idaho Department of Labor – Internships Contact: Windy Keele Address: 1515 East Lincoln Road, Idaho Falls, ID 83401 Phone: (208) 557-2500 ext. 3053</p>

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<p>Start: 4/02/2013</p>	<p>Idaho Department of Labor – Veteran Affairs Contact: Ron Tapia Address: 155 North Maple, P.O. Box 9, Blackfoot, ID 83221-0009 Phone: (208) 236-6713 ext.3708</p>
<p>Start: 4/29/2011</p>	<p>Idaho State University Career Center Contact: Troy Kase Address: 921 So. 8th Ave., Stop 8108, Pocatello, ID 83209-8108 Phone: (208) 282-2380</p>
<p>Start: 2/23/2012</p>	<p>ITT Technical Institute – Boise Contact: Neil Whited Address: 12302 West Explorer Drive, Boise, ID 83713-1529 Phone: (280) 322-8844</p>
<p>Start: 5/28/2011</p>	<p>KLLP-FM Website (star985.com) Contact: Josh Bristol Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900</p>
<p>Start: 5/28/2011</p>	<p>KPKY-FM Website (949therock.com) Contact: Josh Bristol Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900</p>
<p>Start: 5/28/2011</p>	<p>KID-AM Website (590kid.com) Contact: Josh Bristol Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900</p>
<p>Start: 5/28/2011</p>	<p>KID-FM Website (rivercountry.com) Contact: Josh Bristol Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900</p>
<p>Start: 4/19/2011</p>	<p>LDS Employment Resource Services Contact: Scott Brizzee Address: 837 Park Ave., Idaho Falls, ID 83402 Phone: (208) 523-4880</p>
<p>Start: 7/10/2011</p>	<p>Lewis & Clark State College Contact: Debra Lybyer Address: 500 8th Avenue/ Career Development, Lewiston, ID 83501-2698 Phone: (208) 792-2313</p>
<p>Start: 4/15/2013</p>	<p>Montana State University – Bozeman</p>

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	<p>Contact: Chantelle Mahan Address: 177 Strand Union Building, Bozeman, MT 59717 Phone: (406) 994-5485</p>
<p>Start: 9/11/2011</p>	<p>NAACP – Pocatello Branch Contact: Michael Pettaway Address: PO Box 4192, Pocatello, ID 83205 Phone:</p>
<p>Start: 4/23/2013</p>	<p>Northwest Nazarene University Career Center Contact: Janet Dodge Address: 623 South University Blvd., Nampa, ID 83686 Phone: (208) 467-8767</p>
<p>Start: 6/07/2012</p>	<p>Ohio/Illinois Center for Broadcasting Contact: Gary James Address: 9885 Rockside Road, Suite 160, Cleveland, OH 44125 Phone: (216) 503-5900</p>
<p>Start: 3/06/2012</p>	<p>Stevens-Henager College Idaho Falls Contact: Angela Hays-Carey Address: 901 Pier View Drive, Suite 105, Idaho Falls, ID 83402 Phone: (208) 528-7692 ext. 1894</p>
<p>Start: 4/12/2013 *Sun Valley, ID Jobs Only</p>	<p>The Weekly Sun of the Wood River Valley Contact: Leslie Thompson Address: 16 West Croy St., Hailey, ID 83333 Phone: (208) 928-7186</p>
<p>Start: 2/28/2012</p>	<p>University of Idaho – JAMM Contact: Glenn Mosley Address: P.O. Box 443178, Moscow, ID 83844-3178 Phone: (208) 885-6020</p>
<p>Start: 4/23/2013</p>	<p>University of Montana Western Contact: Ryann Schedel Address: 710 South Atlantic, Dillon, MT 59725 Phone: (406) 683-7135</p>
<p>Start: 4/15/2013</p>	<p>Utah State University Career Services Contact: Maleah Christensen Address: 4305 Old Main Hill, Logan, UT 84322-4305 Phone: (435) 797-7777</p>
<p>Start: 5/10/2013 *Wyoming Jobs Only</p>	<p>Wyoming Association of Broadcasters (WAB) Contact: Laura Grott Address: PO Box 1387, 7217 Hawthorne Dr., Cheyenne, WY 82003</p>

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	Phone: (307) 632-7622
Start: 2/20/2012	<u>www.classifiedads.com</u> Contact: Address: Phone:
Start: 2/20/2012	<u>www.craigslist.com</u> Contact: Address: 1381 9th Ave., San Francisco, CA 94122 Phone: (408) 988-6395
Start: 2/20/2012	<u>www.learn4good.com</u> Contact: Address: Phone:
Start: 5/18/2011	<u>www.richbroadcasting.com</u> Contact: Owen Mecham Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900
Start: 2/20/2012	<u>www.richclassifieds.net</u> Contact: Owen Mecham Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900

This Annual Report was placed in each station's public inspection file on June 1, 2013, and posted on the stations' web site, in accordance with FCC's EEO Rules.