

## 2017 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, 2016 – May 31, 2017

### 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	9/26/2016	Self-Referral	See Recruitment Source List for entries on or before July 19, 2016.
2. Account Executive	2/06/2017	Market Referral	See Recruitment Source List for entries on or before October 5, 2016.
3. Account Executive	3/15/2017	Market Referral	See Recruitment Source List for entries on or before January 18, 2017.

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

Recruitment Source	Number of Interviewees Referred
Employee Referral	1
Self-Referral	1
Airtalents.com	
AllAccess.com	
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	

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Development Workshop, Inc.	
Eastern Idaho Technical College - Career Services	
Idaho Department of Labor	
Idaho State University Career Center	
Indeed.com	3
ITT Technical Institute – Boise	
LDS Employment Resource Services	
Lewis & Clark State College	
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	
<a href="http://www.classifiedads.com">www.classifiedads.com</a>	
<a href="http://www.craigslist.com">www.craigslist.com</a> – East Idaho	
<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.richclassifieds.net">www.richclassifieds.net</a>	
Other Market Referral Source	2
Radio Ads	2
Mountain Express Help Wanted Ad	
Unknown	
Woodriver Newspaper	
Magic Valley Times News	
<b>TOTAL INTERVIEWS:</b>	<b>10</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 nine (9) interns.
2. **Job Fairs-** During the period covered by this report, the Unit participated in six (6) career/job fairs:
  - a. June 23, 2016 – BYU –Idaho’s Communication Department’s Career and Internship Fair  
The career/internship fair was attended by the Director of Human Resources.
  - b. October 6, 2016 – BYU-Idaho’s 2016 Fall Career Fair  
The career fair was attended by the CEO and Director Human Resources.
  - c. November 17, 2016 – BYU-Idaho’s Communication Department’s Career/Internship Fair  
The career fair was attended by the Regional Market Manager.

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- d. February 15, 2017 – Idaho State University’s Career Fair  
The job fair was attended by the Director of Human Resources.
- e. February 16, 2017 - BYU-Idaho’s 2017 Winter Career Fair  
The job fair was attended by the Director of Human Resources.
- f. April 20, 2017 - Eastern Idaho Technical College’s Career Fair  
The job fair was attended by the Sales Manager.

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

- 3. **Host Job Fair** – During the period covered by this report, the Unit co-hosted one (1) career fair.
  - a. April 20, 2017 – The Southeast Idaho Broadcasters’ Job Fair. This job fair was located at the Eastern Idaho Technical College in Idaho Falls, ID and was attended by the Unit’s President, Regional Market Manager, Regional Sales Manager, KID Program Director, EZ Rock Program Director, River Country Program and Communications Engineer. During the job fair, the participants/attendees were encouraged and educated in considering career opportunities in radio and specifically, Account Executive positions.
- 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 3 tours.

On November 9, 2016, the Regional Market Manager was a guest speaker at Bonneville High School for an advertising/marketing class. The purpose of this event was to help educate students on the power of radio, current trends in the radio industry and career/internship opportunities in radio broadcasting.

On November 16, 2016, the Regional Market Manager was a guest speaker/panel judge at Bonneville High School’s Shark Tank activity. The purpose of this visit was to help judge and assess student’s entrepreneurial projects and understanding/ability to market their products/concept.

On November 30, 2016, the KID-AM Program Director and On-Air Co-Host/Producer were guest speakers for BYU-Idaho’s Communications 240 class. The purpose of this visit was to help educate communication students about the radio news talk programming/journalism.

On February 6, 2017, the Communications Engineer was a guest speaker at Ririe Middle School and High School Career Day. The purpose of the event was to help educate students about the radio industry and possible career/internship opportunities in radio.

On April 20, 2017, the CEO was a guest speaker for ISU’s Advanced Sports Marketing Class. The purpose of the visit was to help educate students about the radio industry, the power of radio advertising and to help promote careers in radio broadcasting.

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### 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: 8/05/2011	<b>allaboutcountry.com</b> Contact: Kim Hennes Address: 311 E Center Ave., Lake Bluff, IL 60044 Phone: (910) 520-9154 *On-Air Country Radio Job Openings ONLY
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 Phone: (208) 496-3691
Start: 4/04/2013	<b>BYU-Idaho Communication Department</b> Contact: Melissa Merrill Address: Spori 114B, Rexburg, ID 83440 Phone: (208) 496-3691
Start: 5/09/2013	<b>Careerpage.org</b> Contact: Laura Grott Address: PO Box 1387, 7217 Hawthorne Dr., Cheyenne, WY 82003

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	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: 4/15/2013</b>	<b>Central Wyoming College</b> Contact: Lance Goede Address: 2660 Peck Ave., Riverton, WY 82501 Phone: (307) 855-2175
<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: 9/10/2013</b>	<b>College of Southern Idaho</b> Contact: Merry Olson Address: 315 Falls Avenue, P.O. Box 1238, Twin Falls, ID 83301 Phone: (208) 732-6306
<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: 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: 4/02/2013</b> <b>End: 5/01/2014</b>	<b>Development Workshop, Inc.</b> Contact: Karen M. Ker Address: 2475 Leslie Ave., Idaho Falls, ID 83402 Phone: (208) 589-5679
<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

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<p><b>Start: 4/18/2011</b></p>	<p><b>Idaho Department of Labor</b>          Contact: Jinny Boozer          Address: 1515 East Lincoln Road, Idaho Falls, ID 83401          Phone: (208) 557-2500</p>
<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>  <b>End: 7/01/2014</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 (star985.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 (949therock.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 (590kid.com)</b>          Contact: Josh Bristol</p>

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	<p>Address: 1406 Commerce Way, Idaho Falls, ID 83401          Phone: (208) 524-5900</p>
<p><b>Start: 5/28/2011</b></p>	<p><b>KID-FM Website (rivercountry.com)</b>          Contact: Josh Bristol          Address: 1406 Commerce Way, Idaho Falls, ID 83401          Phone: (208) 524-5900</p>
<p><b>Start: 1/02/2015</b>  <b>End: 4/12/2017</b></p>	<p><b>KJAX Website (kjaxcountry.com)</b>          Contact: Josh Bristol          Address: 1406 Commerce Way, Idaho Falls, ID 83401          Phone: (208) 524-5900</p>
<p><b>Start: 1/02/2015</b>  <b>End: 4/12/2017</b></p>	<p><b>KMTN Website (969themountain.com)</b>          Contact: Josh Bristol          Address: 1406 Commerce Way, Idaho Falls, ID 83401          Phone: (208) 524-5900</p>
<p><b>Start: 1/02/2015</b>  <b>End: 4/12/2017</b></p>	<p><b>KZJH Website (kz95fm.com)</b>          Contact: Josh Bristol          Address: 1406 Commerce Way, Idaho Falls, ID 83401          Phone: (208) 524-5900</p>
<p><b>Start: 1/02/2015</b>  <b>End: 4/12/2017</b></p>	<p><b>KECH-FM Website (kech95fm.com)</b>          Contact: Josh Bristol          Address: 1406 Commerce Way, Idaho Falls, ID 83401          Phone: (208) 524-5900</p>
<p><b>Start: 1/02/2015</b>  <b>End: 4/12/2017</b></p>	<p><b>KSKI-FM Website (945kski.com)</b>          Contact: Josh Bristol          Address: 1406 Commerce Way, Idaho Falls, ID 83401          Phone: (208) 524-5900</p>
<p><b>Start: 1/02/2015</b>  <b>End: 4/12/2017</b></p>	<p><b>KYZK Website (star1075.com)</b>          Contact: Josh Bristol          Address: 1406 Commerce Way, Idaho Falls, ID 83401          Phone: (208) 524-5900</p>
<p><b>Start: 4/19/2011</b></p>	<p><b>LDS Employment Resource Services</b>          Contact: Scott Brizzee          Address: 837 Park Ave., Idaho Falls, ID 83402          Phone: (208) 523-4880</p>
<p><b>Start: 10/01/2013</b>  <b>End: 4/12/2017</b></p>	<p><b>LDS Employment Resources Services – Twin Falls</b>          Contact: Elder Clinton A. Parks          Address: 726 Cheney Drive, Twin Falls, ID 83301          Phone: (208) 734-9023</p>

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<p><b>Start: 7/10/2011</b></p>	<p><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</p>
<p><b>Start: 4/15/2013</b></p>	<p><b>Montana State University – Bozeman</b>            Contact: Chantelle Mahan            Address: 177 Strand Union Building, Bozeman, MT 59717            Phone: (406) 994-5485</p>
<p><b>Start: 9/11/2011</b></p>	<p><b>NAACP – Pocatello Branch</b>            Contact: Michael Pettaway            Address: PO Box 4192, Pocatello, ID 83205            Phone:</p>
<p><b>Start: 4/23/2013</b></p>	<p><b>Northwest Nazarene University Career Center</b>            Contact: Janet Dodge            Address: 623 South University Blvd., Nampa, ID 83686            Phone: (208) 467-8767</p>
<p><b>Start: 6/07/2012</b></p>	<p><b>Ohio/Illinois Center for Broadcasting</b>            Contact: Gary James            Address: 9885 Rockside Road, Suite 160, Cleveland, OH 44125            Phone: (216) 503-5900</p>
<p><b>Start: 3/06/2012</b></p>	<p><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</p>
<p><b>Start: 4/12/2013</b>  <b>*Sun Valley Positions Only</b>  <b>End: 4/12/2017</b></p>	<p><b>The Weekly Sun of the Wood River Valley</b>            Contact: Leslie Thompson            Address: 16 West Croy St., Hailey, ID 83333            Phone: (208) 928-7186</p>
<p><b>Start: 3/01/2017</b></p>	<p><b>University of Idaho</b>            Contact: Alice Allen            Address: 1784 Science Center Drive, Idaho Falls, ID 83402            Phone: (208) 757-5500</p>
<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></p>



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	<p>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: 5/10/2013</b>  <b>*Wyoming Jobs Only</b>  <b>End: 4/12/2017</b></p>	<p><b>Wyoming Association of Broadcasters (WAB)</b>  Contact: Laura Grott  Address: PO Box 1387, 7217 Hawthorne Dr., Cheyenne, WY 82003  Phone: (307) 632-7622</p>
<p><b>Start: 2/20/2012</b></p>	<p><u><a href="http://www.classifiedads.com">www.classifiedads.com</a></u>  Contact:  Address:  Phone:</p>
<p><b>Start: 2/20/2012</b></p>	<p><u><a href="http://www.craigslist.com">www.craigslist.com</a></u>  Contact:  Address: 1381 9th Ave., San Francisco, CA 94122  Phone: (408) 988-6395</p>
<p><b>Start: 2/20/2012</b></p>	<p><u><a href="http://www.learn4good.com">www.learn4good.com</a></u>  Contact:  Address:  Phone:</p>
<p><b>Start: 5/18/2011</b></p>	<p><u><a href="http://www.richbroadcasting.com">www.richbroadcasting.com</a></u>  Contact: Owen Mecham  Address: 1406 Commerce Way, Idaho Falls, ID 83401  Phone: (208) 524-5900</p>
<p><b>Start: 2/20/2012</b>  <b>End: 3/31/2016</b></p>	<p><u><a href="http://www.richclassifieds.net">www.richclassifieds.net</a></u>  Contact: Owen Mecham  Address: 1406 Commerce Way, Idaho Falls, ID 83401  Phone: (208) 524-5900</p>

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Start: 5/02/2016

[www.wyomingatwork.com](http://www.wyomingatwork.com)

Contact: Department of Workforce Services

Address: 155 W. Gill Ave., P.O. Box 1003, Jackson, WY 83001

Phone: (307) 733-4091

This Annual Report was placed in each station's public inspection file on **June 1, 2017**, and posted on the stations' web site, in accordance with FCC's EEO Rules.