

2014 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, KOEZ, KGTM, KRXX, KLAX, KSTG, KECH-FM, KYZK, KSKI-FM, KMJTN, KZJH, KOUW

Reporting Period:

June 1, 2013 – May 31, 2014

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. River Country Program Director/On-Air	6/17/2013	Other- Industry Referral	See Recruitment Source List for entries on or before April 23, 2013.
2. Account Executive	7/08/2013	Radio Ad	See Recruitment Source List for entries on or before May 30, 2013.
3. Account Executive	9/23/2013	Radio Ad	See Recruitment Source List for entries on or before July 25, 2013.
4. Business Manager	10/21/2013	Other	See Recruitment Source List for entries on or before October 09, 2013.
5. Account Executive	10/22/2013	Jackson News and Guide	See Recruitment Source List for entries on or before July 25, 2013.
6. Account Executive	11/13/2013	Other	See Recruitment Source List for entries on or before October 08, 2013.
7. KECH Program Director/On-Air	11/25/2013	Employee Referral	See Recruitment Source List for entries on or before August 27, 2013.
8. Business Manager	01/20/2014	Craigslist.com	See Recruitment Source List for entries on or before November 17, 2013.
9. Account Executive	2/24/2014	Employee Referral	See Recruitment Source List for entries on or before January 8, 2014.
10. Account Executive	4/24/2014	Mountain Express Help Wanted Ad	See Recruitment Source List for entries on or before

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January 8, 2014.

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

Recruitment Source	Number of Interviewees Referred
Employee Referral	4
Self-Referral	1
Internal Candidate	1
Airtalents.com	
AllAccess.com	
Allaboutcountry.com	
AMFMJobs.com	
Boise State Career Center	
BYU - Idaho CBC Internships & Career Services	
BYU – Idaho Communications Department	
Careerpage.org	
Casper College	
Central Wyoming College	
College of Idaho	
Development Workshop, Inc.	
Eastern Idaho Technical College - Career Services	
Idaho Department of Labor	1
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	2
www.learn4good.com	
www.richbroadcasting.com – Company Website	3
www.richclassifieds.net	
Other Referral Source	4
Radio Ads	3
Jackson Hole News and Guide	3
Mountain Express Help Wanted Ad	1
Valle Richards	1

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Unknown	2
TOTAL INTERVIEWS:	26

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 eleven (11)

career/job fairs:

- a. August 5-9, 2013 – Wyoming Association of Broadcasters Virtual Career Fair. Job Fair was promoted on-air by all Rich Broadcasting radio stations located in Wyoming. The Director of Human Resources responded to all visitors comments/inquiries.
- b. October 9, 2013 – BYU-Idaho Fall Career Fair. Job Fair was attended by Market Manager and KID AM Program Director.
- c. November 4-8, 2013 – Wyoming Association of Broadcasters Virtual Career Fair. Job Fair was promoted on-air by all Rich Broadcasting radio stations located in Wyoming. The Director of Human Resources responded to all visitors comments/inquiries.
- d. November 21, 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. February 26, 2014 – Idaho State University Career Fair. Job fair was attended by the Director of Human Resources.
- f. February 27, 2014- BYU-Idaho Discovery Day/Career Fair. Job fair was attended by the Market Manager and Director of Human Resources.
- g. March 17-21, 2014 – Wyoming Association of Broadcasters Virtual Career Fair. Job Fair was promoted on-air by all Rich Broadcasting radio stations located in Wyoming. The Director of Human Resources responded to all visitors comments/inquiries.
- h. March 20, 2014 - BYU-Idaho Communications Department Internship and Career Fair. Job fair was attended by the KID AM Program Director and the KID AM News Producer.
- i. April 23, 2014 - Eastern Idaho Technical College's Career Fair. Job fair was attended by the Market Manager.
- j. April 24, 2014 – College of Southern Idaho Career and College Expo. Job fair was attended by the President and Director of Human Resources.
- k. April 29, 2014 – Hero 2 Hired Career Fair. Job 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.

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3. **Host Job Fair(s)** – During the period covered by this report, the Unit hosted two career fairs.
 - a. August 1, 2013 – Rich Broadcasting Job Fair. This job fair was located at the Wort Hotel in Jackson, WY and was attended by the Unit's Regional Sales Manager.
 - b. August 6, 2013 -Rich Broadcasting Job Fair. This job fair was located at our Idaho Falls office and was attended by the Unit's Market Manager and Regional Sales Manager.

During both job fairs, the participants/attendees were encouraged and educated in considering career opportunities in radio and specifically, radio sales/Account Executive positions.

4. **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.

5. **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 four (4) tours.

On October 10, 2013, the Program Director for KID AM was a guest speaker for a Communication's class at BYU-Idaho. The purpose of this visit was to help educate journalism students about career opportunities in radio broadcasting.

On October 25, 2013 and April 30, 2014, the Unit's Director of Human Resources and two (2) Program Directors were invited as guest speakers at the Idaho Department of Juvenile Corrections Career Day(s). The purpose of these speaking engagements was to help educate the students about radio industry and to promote entry level 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

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	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 Address: Spori 114B, Rexburg, ID 83440 Phone: (208) 496-3691
Start: 5/09/2013	Careerpage.org Contact: Laura Grott Address: PO Box 1387, 7217 Hawthorne Dr., Cheyenne, WY 82003 Phone: (307) 632-7622
Start: 4/16/2013	Casper College Contact: Janet DeVries Address: 125 College Drive GW, Casper, WY 82601 Phone: (307) 268-2662
Start: 4/15/2013	Central Wyoming College Contact: Lance Goede Address: 2660 Peck Ave., Riverton, WY 82501 Phone: (307) 855-2175
Start: 2/23/2012	College of Idaho Contact: Michelle Smith Address: 2112 Cleveland Blvd., Box 40, Caldwell, ID 83605-4432 Phone: (208) 459-5508

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<p>Start: 9/10/2013</p>	<p>College of Southern Idaho Contact: Merry Olson Address: 315 Falls Avenue, P.O. Box 1238, Twin Falls, ID 83301 Phone: (208) 732-6306</p>
<p>Start: 2/25/2014</p>	<p>Colorado Media School Contact: Terry Cuff Address: 404 S. Upham St., Lakewood, CO 80226 Phone: (303) 937-7070</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 End: 5/01/2014 No Longer with Organization</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: 5/08/2014</p>	<p>Idaho Department of Juvenile Corrections Contact: Randy Stocking Address: PO Box 40 St. Anthony, ID 83445 Phone: (208) 624-2156</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>
<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: 3/21/2014 End: 3/26/2014</p>	<p>Idaho Mountain Express Contact: Classified Ads</p>

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<p>*Sun Valley, ID Jobs Only</p>	<p>Address: 591 First Avenue North, Ketchum, ID 83340 Phone: (208) 726-8060</p>
<p>Start: 9/12/2013</p>	<p>Idaho State Broadcasters Association Contact: Connie Searles Address: 1674 West Hill Road, Suite 3, Boise, ID 83702 Phone: (208) 345-3072</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 Brizze Address: 837 Park Ave., Idaho Falls, ID 83402 Phone: (208) 523-4880</p>
<p>Start: 10/01/2013</p>	<p>LDS Employment Resources Services – Twin Falls Contact: Elder Clinton A. Parks Address: 726 Cheney Drive, Twin Falls, ID 83301 Phone: (208) 734-9023</p>

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<p>Start: 7/10/2011</p>	<p>Lewis & Clark State College Contact: Debra Lybber 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 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 – JANM 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</p>

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	Address: 4305 Old Main Hill, Logan, UT 84322-4305 Phone: (435) 797-7777
Start: 5/10/2013 *Wyoming Jobs Only	Wyoming Association of Broadcasters (WAB) Contact: Laura Grott Address: PO Box 1387, 7217 Hawthorne Dr., Cheyenne, WY 82003 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 May 31, 2014, and posted on the stations' web site, in accordance with FCC's EEO Rules.