

ANNUAL EEO PUBLIC FILE REPORT

For the Period Beginning June 1, 2019 and Ending May 31, 2020

This Report is Not Required if Unit Has Fewer Than Five Full-Time Employees.

This report consists of:

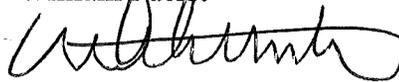
Part 1: Station Information

Part 2: Recruitment sources/interviewees for each full-time vacancy

Part 3: Recruitment Initiatives

Preparer: William Fuerst

Signature:



Title: General Manager

Date: May 31, 2020

Telephone: (208) 523-3722

This report, which usually covers the prior 12-month period, is to be placed in each station's public file and web site (if applicable) every year on the anniversary of the due date of the station's renewal application.

PART 1

This report covers the following employment units:

<u>CALL SIGN</u>	<u>AM/FM</u>	<u>FACILITY ID#</u>	<u>COMMUNITY OF LICENSE</u>	<u>STATE</u>	<u>LMA</u>
KLCE	FM	71772	Blackfoot	ID	No
KCVI	FM	71785	Blackfoot	ID	No
KNBL	AM	71775	Idaho Falls	ID	No
KTHK	FM	33447	Idaho Falls	ID	No
KFTZ	FM	18116	Idaho Falls	ID	No
KEII	AM	71780	Blackfoot	ID	No

Attached is information concerning the recruitment efforts undertaken by the employment unit to fill the full-time vacancies during the period covered by this report.

A total of 7 full-time vacancies were filled by the employment unit.

A total number 30 of persons were interviewed for all the full-time vacancies.

EEO Public File Report

Employment Unit Covered:

KLCE(FM), KFTZ(FM), KCVI(FM), KTHK(FM), KNBL(AM), KEII(AM)

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 FT Vacancy	Date Filled	Hire Source	Recruitment Source
Program Director KLCE	Aug. 5, 2019	All Access	See Recruitment Source List for entries; Additional recruitment sources used: KLCE, KFTZ, KCVI, KTHK, and KEII/KNBL websites
Morning Co-Host KFTZ	Sep. 5, 2019	Radio ads on Riverbend stations	See Recruitment Source List for entries; Additional recruitment sources used: KLCE, KFTZ, KCVI, KTHK, and KEII/KNBL websites
Production Assistant	Feb. 17, 2020	Indeed	See Recruitment Source List for entries; Additional recruitment sources used: KLCE, KFTZ, KCVI, KTHK, and KEII/KNBL websites
Account Executive	Feb. 24, 2020	Indeed	See Recruitment Source List for entries; Additional recruitment sources used: KLCE, KFTZ, KCVI, KTHK, and KEII/KNBL websites
Front Desk Assistant	March 10, 2020	Indeed	See Recruitment Source List for entries; Additional recruitment sources used: KLCE, KFTZ, KCVI, KTHK, and KEII/KNBL websites
Program Director KFTZ	March 10, 2020	Current Employee	See Recruitment Source List for entries; Additional recruitment sources used: KLCE, KFTZ, KCVI, KTHK, and KEII/KNBL websites
Account Executive	March 11, 2020	Indeed	See Recruitment Source List for entries; Additional recruitment sources used: KLCE, KFTZ, KCVI, KTHK, and KEII/KNBL websites

Total Number of Interviewees For Full-Time Vacancies Filled During Reporting Period Per Recruitment Sources

Recruitment Source	Number of Interviewees
All Access.com	10
Indeed.com	16
Referrals from other radio groups	2
Radio ads from our stations	1
Current employees interviewing for new position	1

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 1

Activity: Harwood Elementary School – Rigby, Idaho

Date: September 25, 2019

Preparer: Don Jarrett

Host/Sponsor of Activity: Harwood Elementary School

Participating Station Personnel: Don Jarrett, Program Director and Morning Show Host and Justin Pierce, Afternoon Drive Host, KTHK

Description of activity and scope of station participation:

Don Jarrett and Justin Pierce spoke to students about radio careers, literacy, staying in school, and read a book to the students.

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 2

Activity: Boy Scouts of America Career Exploration

Date: September 26, 2019

Preparer: Andrea Smith

Host/Sponsor of Activity: Boy Scouts of America, Blackfoot, Idaho

Participating Station Personnel: Bill Fuerst, General Manager

Description of activity and scope of station participation:

Bill Fuerst spoke to Boy Scouts about careers in radio took them on a tour of our studios.

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 3

Activity: Lewis & Clark Elementary School – Pocatello, Idaho

Date: October 23, 2019

Preparer: Don Jarrett

Host/Sponsor of Activity: Lewis & Clark Elementary School – Pocatello, Idaho

Participating Station Personnel: Don Jarrett, Program Director and Morning Show Host and Justin Pierce, Afternoon Drive Host, KTHK

Description of activity and scope of station participation:

Don Jarrett and Justin Pierce spoke to students about radio careers, literacy, staying in school, and read a book to the students.

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 4

Activity: Sunrise Elementary School – Shelley, Idaho

Date: November 21, 2019

Preparer: Don Jarrett

Host/Sponsor of Activity: Sunrise Elementary School

Participating Station Personnel: Don Jarrett, Program Director and Morning Show Host and Justin Pierce, Afternoon Drive Host, KTHK

Description of activity and scope of station participation:

Don Jarrett and Justin Pierce spoke to students about radio careers, literacy, staying in school, and read a book to the students.

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 5

Activity: IT Stoddard Elementary School – Blackfoot, Idaho

Date: December 18, 2019

Preparer: Don Jarrett

Host/Sponsor of Activity: IT Stoddard Elementary School

Participating Station Personnel: Don Jarrett, Program Director and Morning Show Host and Justin Pierce, Afternoon Drive Host, KTHK

Description of activity and scope of station participation:

Don Jarrett and Justin Pierce spoke to students about radio careers, literacy, staying in school, and read a book to the students.

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 6

Activity: Tyhee Elementary School – Pocatello, Idaho

Date: January 23, 2020

Preparer: Don Jarrett

Host/Sponsor of Activity: Tyhee Elementary School

Participating Station Personnel: Don Jarrett, Program Director and Morning Show Host and Justin Pierce, Afternoon Drive Host, KTHK

Description of activity and scope of station participation:

Don Jarrett and Justin Pierce spoke to students about radio careers, literacy, staying in school, and read a book to the students.

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 7

Activity: BYU-Idaho Career Fair

Date: February 27, 2020

Preparer: Jay Miller

Host/Sponsor of Activity: Brigham Young University - Idaho

Participating Station Personnel: Jay Miller, VP of Sales

Description of activity and scope of station participation:

Jay Miller hosted a booth and spoke to college students about careers and internships in radio and the Communications industry. We collected resumes and applications.

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 8

Activity: Hillview Elementary School – Ammon, Idaho

Date: February 21, 2020

Preparer: Don Jarrett

Host/Sponsor of Activity: Hillview Elementary School

Participating Station Personnel: Don Jarrett, Program Director and Morning Show Host and Justin Pierce, Afternoon Drive Host, KTHK

Description of activity and scope of station participation:

Don Jarrett and Justin Pierce spoke to students about radio careers, literacy, staying in school, and read a book to the students.

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 9

Activity: Internships

Date: June 1, 2019 – May 31, 2020

Preparer: Andrea Smith

Host/Sponsor of Activity: Riverbend Communications

Participating Personnel: Nate Eaton, News Director; Bill Fuerst, General Manager

Description of activity and scope of station participation: Internships for college and high school students studying Communications who are interested in work experience at our offices. The hours and dates of their work vary. The following is a list interns from June 1, 2019 – May 31, 2020.

Intern #1 (Caucasian Female) – Web Developer Internship (June 2019 – July 2019) from Brigham Young University – Idaho

Intern #2 (African American Male) – Web Developer Internship (January 2020 – April 2020) from Brigham Young University - Idaho

Outreach List and Recruitment Sources

All Access Music Group	www.allaccess.com 28955 Pacific Coast Hwy., Ste. 210-5 Malibu Coast Hwy., CA 90265	310-457-6616
Boise State University	handshake.com Vickie Coale career@boisestate.edu 1910 University Drive Boise, ID 83725-1310	208-426-1747
BYU Idaho Career Placement & Internships	handshake.com careernavigator@byui.edu merrillm@byui.edu	208-496-2831 208-496-2290
BYU Idaho Communications Dept.	handshake.com Mark Skinner skinnerm@byui.edu Jay Hildebrant hildebrandtj@byui.edu cannonm@byui.edu 244 Kimball Building Rexburg, ID 83460-0210	208-496-3710
The College of Idaho	Emilyne Miller - Coordinator emiller@collegeofidaho.edu 2112 Cleveland Boulevard Caldwell, ID 83605	208-459-5680
College of Southern Idaho	Mary Olson molson@csi.edu PO Box 1238 Twin Falls, ID 83303 Career.csi.edu/careercenter/index.asp	208-732-6278
College of Eastern Idaho	Hailey Mack Career Placement & Recruitment Coordinator Hailey.mack@my.eitc.edu 1600 S. 25 th East Idaho Falls, ID 83404	208-524-3000
Idaho State University	handshake.com careers@isu.edu 921 S. 8 th Stop 8108 Pocatello, ID 83209 921 S. 8 th Stop 8108 Pocatello, ID 83209	208-282-2380

Idaho Department of Labor / Job Service of Idaho Falls	Kyle Ricks kyle.ricks@labor.idaho.gov Idahoworks.gov	208-557-2500 x3111
Indeed.com	Karen Ellis, Representative	(650) 528-2423
MediaRecruiter.com	Art@mediarecruiter.com	(303) 400-5150
Riverbend Communications	Radio ads on our stations	(208) 523-3722
Tribal Employment Right Office	Julie Yeates jyeates@sbtribes.com PO Box 306 Windowville Road Fort Hall, ID 83203	208-478-3848
University of Idaho	handshake.com Job Location and Development PO Box 44303, Brink Hall G-11 Moscow, ID 83844-3030	208-885-2778