

## 2016 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, KAX, KSTG, KMVN, KZIH, KECH-FM, KYZK, KSKI-FM, KOUW

### Reporting Period:

June 1, 2015 – May 31, 2016

### 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	7/20/2015	Idaho Dept. of Labor	See Recruitment Source List for entries on or before June 9, 2015.
2. Jackson Account Executive	7/27/2015	Employee Referral	See Recruitment Source List for entries on or before June 9, 2015.
3. Sun Valley/Twin Falls Account Executive	12/01/2015	Mountain Express	See Recruitment Source List for entries on or before October 6, 2015.
4. Regional Business Manager	11/30/2015	Craigslist.com	See Recruitment Source List for entries on or before November 16, 2015.
5. Account Executive	3/07/2016	Idaho Dept. of Labor	See Recruitment Source List for entries on or before December 1, 2015.
6. Continuity/Office Coordinator	3/16/2016	Self-Referral	See Recruitment Source List for entries on or before February 24, 2016.

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

Recruitment Source	Number of Interviewees Referred
Employee Referral	1
Self-Referral	2
Airtalents.com	
AllAccess.com	
Allaboutcountry.com	

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AMFMIjobs.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	3
Idaho State University Career Center	
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 – JANM	
University of Montana Western	
Utah State University Career Services	
www.classifiedads.com	
www.craigslist.com – East Idaho	1
www.learn4good.com	
www.richbroadcasting.com – Company Website	2
www.richclassifieds.net	
Other Referral Source	
Radio Ads	1
Mountain Express Help Wanted Ad	1
Unknown	1
Woodriver Newspaper	
Magic Valley Times News	
<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 nine (9) interns.

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### 2. Job Fairs- During the period covered by this report, the Unit participated in seven (7)

career/job fairs:

- a. June 15-19, 2015 – 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 visitors' comments/inquiries.
- b. October 8, 2015 – BYU-Idaho's Fall 2015 Career Fair. The career fair was attended by the Regional Market Manager and Director of Human Resources.
- c. November 18, 2015 – BYU-Idaho Communications Department Internship and Career Fair. The internship/job fair was attended by the Rich Broadcasting Regional Market Manager.
- d. December 14 – 18, 2015 – Wyoming Association of Broadcasters Virtual Career Fair. The job fair was promoted on-air by all Rich Broadcasting radio stations located in Wyoming. The Director of Human Resources responded to visitors' comments/inquiries.
- e. February 17, 2016 – Idaho State University's Career Fair. The job fair was attended by the Regional Market Manager and Director of Human Resources.
- f. February 18, 2016 - BYU-Idaho's 2016 Winter Career Fair. The job fair was attended by the Regional Market Manager.
- g. April 28, 2016 - Eastern Idaho Technical College's Career Fair. The job fair was attended by the Regional Market Manager.

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

### 3. Participation in Other Activities - The unit has one station, KSKI, that has established a practice of hosting 4-5 local elementary students for a special weather segment called "Weather Watchers". During this segment, students help/assist the KSKI Program Director produce a special live weather report. The students also provide a brief community weekly update. The program is designed to help students gain a better understanding of weather reports and radio broadcasting.

On October 21, 2015, both the Regional Market Manager and the Producer/Co-Host for KID AM were guest speakers on a media panel for a Jackson Hole Leadership Class. The purpose of this event was to help educate students on journalism, the power of radio, current trends in the radio industry and career/internship opportunities in radio broadcasting.

On March 2, 2016, the Regional Market Manager was a guest speaker for a Communication Class at BYU-Idaho. The purpose of this visit was to help educate communication students about radio sales, current trends in the radio sales industry and potential career/internship opportunities in radio broadcasting.

On March 30, 2016, an Account Executive was a guest speaker for a Business Class at the College of Southern Idaho. The purpose of this visit was to help educate business students about the radio industry and how to successfully use radio in business.

### Recruitment Source List:

The following sources have requested notification of job openings:

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<b>Start/End Dates:</b>	<b>Recruitment Source:</b>
<b>Start: 4/26/2011</b>	<b>Airtalents.com</b> Contact: webmaster@airtalents.com Address: Phone:
<b>Start: 4/26/2011</b>	<b>All Access</b> Contact: Joel Denver Address: 28955 Pacific Coast Hwy #210-5, Malibu, CA 90265 Phone: (310) 457-6616
<b>Start: 8/05/2011</b>	<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
<b>Start: 4/26/2011</b>	<b>AMFMIJobs.com</b> Contact: Address: P.O. Box 4116, Oceanside, CA 92052 Phone:
<b>Start: 3/06/2012</b>	<b>Boise State Career Center</b> Contact: Vickie Coale Address: 1910 University Drive, Boise, ID 83725-1310 Phone: (208) 426-1747
<b>Start: 5/02/2011</b>	<b>BYU - Idaho CBC Internships &amp; Career Services</b> Contact: Lane Muranaka Address: 269 Smith Building, Rexburg, ID 83440 Phone: (208) 496-2784
<b>Start: 8/22/2012</b>	<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
<b>Start: 4/04/2013</b>	<b>BYU-Idaho Communication Department</b> Contact: Melissa Merrill Address: Spori 114B, Rexburg, ID 83440 Phone: (208) 496-3691
<b>Start: 5/09/2013</b>	<b>Careerpage.org</b> Contact: Laura Grott Address: PO Box 1387, 7217 Hawthorne Dr., Cheyenne, WY 82003 Phone: (307) 632-7622

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<p><b>Start: 4/16/2013</b></p>	<p><b>Casper College</b>            Contact: Janet DeVries            Address: 125 College Drive GW, Casper, WY 82601            Phone: (307) 268-2662</p>
<p><b>Start: 4/15/2013</b></p>	<p><b>Central Wyoming College</b>            Contact: Lance Goede            Address: 2660 Peck Ave., Riverton, WY 82501            Phone: (307) 855-2175</p>
<p><b>Start: 2/23/2012</b></p>	<p><b>College of Idaho</b>            Contact: Michelle Smith            Address: 2112 Cleveland Blvd., Box 40, Caldwell, ID 83605-4432            Phone: (208) 459-5508</p>
<p><b>Start: 9/10/2013</b></p>	<p><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</p>
<p><b>Start: 2/25/2014</b></p>	<p><b>Colorado Media School</b>            Contact: Terry Cuff            Address: 404 S. Upham St., Lakewood, CO 80226            Phone: (303) 937-7070</p>
<p><b>Start: 4/02/2013</b></p>	<p><b>Development Workshop, Inc.</b>            Contact: Brooke Cox            Address: 2475 Leslie Ave., Idaho Falls, ID 83402            Phone: (208) 589-5623</p>
<p><b>Start: 4/02/2013</b>  <b>End: 5/01/2014</b></p>	<p><b>Development Workshop, Inc.</b>            Contact: Karen M. Ker            Address: 2475 Leslie Ave., Idaho Falls, ID 83402            Phone: (208) 589-5679</p>
<p><b>Start: 4/19/2011</b></p>	<p><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</p>
<p><b>Start: 5/08/2014</b></p>	<p><b>Idaho Department of Juvenile Corrections</b>            Contact: Rick Berrett            Address: PO Box 40 St. Anthony, ID 83445            Phone: (208) 624-2156</p>
<p><b>Start: 4/18/2011</b></p>	<p><b>Idaho Department of Labor</b>            Contact: Jinny Boozer</p>

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	Address: 1515 East Lincoln Road, Idaho Falls, ID 83401 Phone: (208) 557-2500
<b>Start: 4/02/2013</b>	<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
<b>Start: 4/02/2013</b>	<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
<b>Start: 10/21/2015</b> <b>End: 10/28/2015</b>	<b>Idaho Mountain Express</b> Contact: Classified Ads Address: 591 First Avenue North, Ketchum, ID 83340 Phone: (208) 726-8060
<b>*Sun Valley/Twin Falls Account Executive Posting 10-06-2015</b>	
<b>Start: 9/12/2013</b> <b>End: 7/01/2014</b>	<b>Idaho State Broadcasters Association</b> Contact: Connie Searles Address: 1674 West Hill Road, Suite 3, Boise, ID 83702 Phone: (208) 345-3072
<b>Start: 4/29/2011</b>	<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
<b>Start: 2/23/2012</b>	<b>ITT Technical Institute – Boise</b> Contact: Jeffrey White Address: 12302 West Explorer Drive, Boise, ID 83713-1529 Phone: (280) 322-8844
<b>Start: 5/28/2011</b>	<b>KLLP-FM Website (star985.com)</b> Contact: Josh Bristol Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900
<b>Start: 5/28/2011</b>	<b>KPKY-FM Website (949therock.com)</b> Contact: Josh Bristol Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900
<b>Start: 5/28/2011</b>	<b>KID-AM Website (590kid.com)</b> Contact: Josh Bristol Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900

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<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></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></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></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></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></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></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 Brizze            Address: 837 Park Ave., Idaho Falls, ID 83402            Phone: (208) 523-4880</p>
<p><b>Start: 10/01/2013</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>
<p><b>Start: 7/10/2011</b></p>	<p><b>Lewis &amp; Clark State College</b>            Contact: Debra Lybber</p>

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	<p>Address: 500 8<sup>th</sup> Avenue/ Career Development, Lewiston, ID 83501-2698          Phone: (208) 792-2313</p>
<b>Start: 4/15/2013</b>	<p><b>Montana State University – Bozeman</b>          Contact: Chantelle Mahan          Address: 177 Strand Union Building, Bozeman, MT 59717          Phone: (406) 994-5485</p>
<b>Start: 9/11/2011</b>	<p><b>NAACP – Pocatello Branch</b>          Contact: Michael Pettaway          Address: PO Box 4192, Pocatello, ID 83205          Phone:</p>
<b>Start: 4/23/2013</b>	<p><b>Northwest Nazarene University Career Center</b>          Contact: Janet Dodge          Address: 623 South University Blvd., Nampa, ID 83686          Phone: (208) 467-8767</p>
<b>Start: 6/07/2012</b>	<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>
<b>Start: 3/06/2012</b>	<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>
<b>Start: 4/12/2013</b> <b>*Sun Valley Positions Only</b>	<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>
<b>Start: 2/28/2012</b>	<p><b>University of Idaho – JAMM</b>          Contact: Glenn Mosley          Address: P. O. Box 443178, Moscow, ID 83844-3178          Phone: (208) 885-6020</p>
<b>Start: 4/23/2013</b>	<p><b>University of Montana Western</b>          Contact: Ryann Schedel          Address: 710 South Atlantic, Dillon, MT 59725          Phone: (406) 683-7135</p>
<b>Start: 4/15/2013</b>	<p><b>Utah State University Career Services</b>          Contact: Maleah Christensen          Address: 4305 Old Main Hill, Logan, UT 84322-4305</p>



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	Phone: (435) 797-7777
<b>Start: 5/10/2013</b> <b>*Wyoming Jobs Only</b>	<b>Wyoming Association of Broadcasters (WAB)</b> Contact: Laura Grott Address: PO Box 1387, 7217 Hawthorne Dr., Cheyenne, WY 82003 Phone: (307) 632-7622
<b>Start: 2/20/2012</b>	<u><a href="http://www.classifiedads.com">www.classifiedads.com</a></u> Contact: Address: Phone:
<b>Start: 2/20/2012</b>	<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
<b>Start: 2/20/2012</b>	<u><a href="http://www.learn4good.com">www.learn4good.com</a></u> Contact: Address: Phone:
<b>Start: 5/18/2011</b>	<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
<b>Start: 2/20/2012</b> <b>End: 3/31/2016</b>	<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
<b>Start: 5/02/2016</b>	<u><a href="http://www.wyomingatwork.com">www.wyomingatwork.com</a></u> 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, 2016, and posted on the stations' web site, in accordance with FCC's EEO Rules.