

## 2020 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:

KECH, KSKI, KYZK

### Reporting Period:

September 18, 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 Full-Time Vacancy	Date Filled	Hire Source	Recruitment Source
1. General Sales Manager	12/05/2019	Market Referral	See Recruitment Source List for entries on or before November, 2019.

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

Recruitment Source	Number of Interviewees Referred
Employee Referral	
Self-Referral	
Airtalents.com	
AllAccess.com	
AMFMJobs.com	
Boise State Career Center	
BYU - Idaho CBC Internships & Career Services	
BYU – Idaho Communications Department	
Careerpage.org	
Casper College	
Central Wyoming College	
Coeur D' Alene Tribe HR	
College of Idaho	
Colorado Media school	
Coeur D'Alene Tribe HR	
Idaho Department of Juvenile Corrections	
Idaho Department of Labor	
Idaho Department of Labor- Internships	
Idaho Department of Labor- Veteran Affairs	
Idaho State Broadcasters Association	

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Idaho State University Career Center	
Indeed.com	1
ITT Technical Institute – Boise	
Lewis & Clark State College	
Montana State University- Bozeman	
NAACP – Pocatello Branch	
Northwest Nazarene University Career Center	
Ohio/Illinois Center for Broadcasting	
Shoshone Bannock Tribes of the Fort Hall Reservation Idaho	
Stevens-Henager College Idaho Falls	
The Weekly Sun of the Wood River Valley	
University of Idaho – JAMM	
University of Montana Western	
Utah State University Career Services	
Vocational Rehabilitation	
<a href="http://www.classifiedads.com">www.classifiedads.com</a>	
<a href="http://www.learn4good.com">www.learn4good.com</a>	
<a href="http://www.richbroadcasting.com">www.richbroadcasting.com</a> – Company Website	
Other Market Referral Source	
Radio Ads	
Linkdin	1
Richbroadcasting website	1
Wood River Media	
KYZK	
KECH	
KSKI	
<b>TOTAL INTERVIEWS:</b>	<b>3</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 Zero (0) interns.
2. **Job Fairs-** During the period covered by this report, the Unit participated in One (1) career/job fairs:
  - a. November 20, 2019 – Department of Labor Veterans Job Fair - The career fair was attended by the Director of Human Resources and CEO.

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

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### Recruitment Source List:

The following sources have requested notification of job openings:

<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: 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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<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: 06/01/2019</b>	<b>Coeur D' Alene Tribe HR</b> Contact: Heather Harper Address: 850 A Street Plummer, ID 83851 Phone: 208-686-1800
<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: 06/01/2020</b>	<b>Coeur D'Alene Tribe HR</b> Contact: Heather Harper Address; 850 A Street Plummer, ID 83851 Phone: 208-686-1800
<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
<b>Start: 4/18/2011</b>	<b>Idaho Department of Labor</b> Contact: Address: Twin Falls Phone:
<b>Start: 4/02/2013</b>	<b>Idaho Department of Labor – Internships</b> Contact: Address: Phone:

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<b>Start: 4/02/2013</b>	<b>Idaho Department of Labor – Veteran Affairs</b> Contact: Address: Phone:
<b>Start: 05/13/2020</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: 3/15/2017</b>	<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
<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: 4/19/2011</b>	<b>LDS Employment Resource Services</b> Contact: Scott Brizzee Address: 837 Park Ave., Idaho Falls, ID 83402 Phone: (208) 523-4880
<b>Start: 7/10/2011</b>	<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
<b>Start: 4/15/2013</b>	<b>Montana State University – Bozeman</b> Contact: Chantelle Mahan Address: 177 Strand Union Building, Bozeman, MT 59717 Phone: (406) 994-5485
<b>Start: 9/11/2011</b>	<b>NAACP – Pocatello Branch</b> Contact: Michael Pettaway Address: PO Box 4192, Pocatello, ID 83205 Phone:
<b>Start: 4/23/2013</b>	<b>Northwest Nazarene University Career Center</b> Contact: Janet Dodge

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	Address: 623 South University Blvd., Nampa, ID 83686 Phone: (208) 467-8767
<b>Start: 6/07/2012</b>	<b>Ohio/Illinois Center for Broadcasting</b> Contact: Gary James Address: 9885 Rockside Road, Suite 160, Cleveland, OH 44125 Phone: (216) 503-5900
<b>Strat: 06/01/2019</b>	<b>Shoshone Bannock Tribes of the Fort Hall Reservation Idaho</b> Contact: Jessica Hood Phone: 208-478-3856 Address: PO Box 306 Fort Hall, ID 83203
<b>Start: 3/06/2012</b>	<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
	<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
<b>Start: 3/01/2017</b>	<b>University of Idaho</b> Contact: Alice Allen Address: 1784 Science Center Drive, Idaho Falls, ID 83402 Phone: (208) 757-5500
<b>Start: 2/28/2012</b>	<b>University of Idaho – JAMM</b> Contact: Glenn Mosley Address: P.O. Box 443178, Moscow, ID 83844-3178 Phone: (208) 885-6020
<b>Start: 4/23/2013</b>	<b>University of Montana Western</b> Contact: Ryann Schedel Address: 710 South Atlantic, Dillon, MT 59725 Phone: (406) 683-7135
<b>Start: 4/15/2013</b>	<b>Utah State University Career Services</b> Contact: Maleah Christensen Address: 4305 Old Main Hill, Logan, UT 84322-4305 Phone: (435) 797-7777
<b>Start: 2/23/2017</b>	<b>Vocational Rehabilitation</b> Contact: Becca Freeburne Address: 490 North Maple, Suite B, Blackfoot, ID 83221 Phone: (208) 785-6649
<b>Start: 2/20/2012</b>	<a href="http://www.classifiedads.com">www.classifiedads.com</a>

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	Contact: Address: Phone:
Start: 2/20/2012	<a href="http://www.learn4good.com">www.learn4good.com</a> Contact: Address: Phone:
Start: 5/18/2011	<a href="http://www.richbroadcasting.com">www.richbroadcasting.com</a> Contact: Owen Mecham Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900
Start: 5/02/2018	RAB
Start: 10/21/2019 Posted on website: <a href="http://www.indeed.com">www.indeed.com</a>	Indeed.com
Start: 10/21/2019 Posted on website: <a href="http://www.Woodrivermedia.com">www.Woodrivermedia.com</a>	<a href="http://www.WoodRiverMedia.com">www.WoodRiverMedia.com</a> 201 South Main Street Idaho Falls, ID
	<a href="http://www.KYZK.com">www.KYZK.com</a>
	<a href="http://www.KECH.com">www.KECH.com</a>
	<a href="http://www.KSKI.com">www.KSKI.com</a>