

ANNUAL EEO PUBLIC FILE REPORT

For the Period Beginning June 1, 2015 and Ending May 31, 2016

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, 2016

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.

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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
KEII	AM	71780	Blackfoot	ID	No
KEIR	AM	71775	Idaho Falls	ID	No
KTHK	FM	33447	Idaho Falls	ID	No
KFTZ	FM	18116	Idaho Falls	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 8 full-time vacancies were filled by the employment unit.

A total number of 33 persons were interviewed for all the full-time vacancies.

EEO Public File Report

Employment Unit Covered:

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

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 FT Vacancy	Date Filled	Hire Source	Recruitment Source
Account Executive	8/17/15	Website ad	See Recruitment Source List for entries; Additional recruitment sources used: KLCE, KFTZ, KCVI, KTHK, and KEII/KEIR websites
Business Manager/Accountant	8/17/15	Website ad	See Recruitment Source List for entries; Additional recruitment sources used: KLCE, KFTZ, KCVI, KTHK, and KEII/KEIR websites
Front Desk Assistant	9/14/15	BYU-I posting	See Recruitment Source List for entries; Additional recruitment sources used: KLCE, KFTZ, KCVI, KTHK, and KEII/KEIR websites
Account Executive	9/14/15	Radio ad	See Recruitment Source List for entries; Additional recruitment sources used: KLCE, KFTZ, KCVI, KTHK, and KEII/KEIR websites
News Reporter	1/18/16	BYU-I posting	See Recruitment Source List for entries; Additional recruitment sources used: KLCE, KFTZ, KCVI, KTHK, and KEII/KEIR websites
Afternoon Host/DJ	3/14/16	All Access	See Recruitment Source List for entries; Additional recruitment sources used: KLCE, KFTZ, KCVI, KTHK, and KEII/KEIR websites

IT Systems Administrator

4/5/16

Internal

See Recruitment Source List for entries; Additional recruitment sources used: KLCE, KFTZ, KCVI, KTHK, and KEII/KEIR websites

Business Office/Traffic Assistant

4/7/16

Website ad

See Recruitment Source List for entries; Additional recruitment sources used: KLCE, KFTZ, KCVI, KTHK, and KEII/KEIR websites

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

Recruitment Source	Number of Interviewees
Station Websites	6
Indeed.com	6
BYU-Idaho Career Services	2
Internal (Employees interviews for new positions)	2
LDS Employment Services (jobs.lds.org)	4
Idaho Department of Labor – Idaho Falls (Idaho Job Service)	1
Idaho State University Career Services	2
All Access Music Group	4
Referrals from employees	2
BYU-Idaho Career Fair	1
Radio ads	3

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 1

Activity: Idaho Falls Rotary Club Career Panel

Date: June 24, 2015

Preparer: Brad Barlow

Host/Sponsor of Activity: Idaho Falls Rotary Club

Participating Station Personnel: Brad Barlow and Tara Moss, co-hosts of the morning show on Z103

Description of activity and scope of station participation:

Brad Barlow and Tara Moss spoke to members of the Idaho Falls Rotary Club about jobs in radio and answered questions from the audience.

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 2

Activity: Careers on Wheels Day

Date: September 18, 2015

Preparer: Brad Barlow

Host/Sponsor of Activity: Rocky Mountain Middle School

Participating Station Personnel: Brad Barlow and Tara Moss, co-hosts of the morning show on Z103

Description of activity and scope of station participation:

Brad Barlow and Tara Moss answered student's questions about jobs in radio.

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 3

Activity: Boy Scout Career Exploration

Date: October 1, 2015

Preparer: Jamie Prestwich

Host/Sponsor of Activity: Riverbend Communications/Boy Scouts of America

Participating Station Personnel: Matty Merrill, Afternoon Host KFTZ

Description of activity and scope of station participation:

Matty Merrill led scouts on a tour of the stations and talked to them about careers in all aspects of radio and communications.

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 4

Activity: Brigham Young University – Idaho Career Fair

Date: October 8, 2015

Preparer: Andrea Smith

Host/Sponsor of Activity: Brigham Young University - Idaho

Participating Station Personnel: Andrea Smith, Human Resources

Description of activity and scope of station participation:

We 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 5

Activity: Professional Technical Panel

Date: October 21, 2015

Preparer: Brad Barlow

Host/Sponsor of Activity: Compass Academy School

Participating Station Personnel: Brad Barlow and Tara Moss, co-hosts of the morning show on Z103

Description of activity and scope of station participation:

Brad Barlow and Tara Moss answered student's questions about jobs in radio and spoke to the students about communications careers.

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 6

Activity: Idaho State University Career Fair

Date: February 17, 2016

Preparer: Andrea Smith

Host/Sponsor of Activity: Idaho State University

Participating Station Personnel: Andrea Smith, Human Resources

Description of activity and scope of station participation:

We 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 7

Activity: Brigham Young University – Idaho Career Fair

Date: February 19, 2016

Preparer: Andrea Smith

Host/Sponsor of Activity: Brigham Young University - Idaho

Participating Station Personnel: Andrea Smith, Human Resources

Description of activity and scope of station participation:

We 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: Read Across America Career Day

Date: March 2, 2016

Preparer: Brad Barlow

Host/Sponsor of Activity: Hillview Elementary School

Participating Station Personnel: Brad Barlow and Tara Moss, co-hosts of the morning show on Z103

Description of activity and scope of station participation:

Brad Barlow and Tara Moss answered student's questions about jobs in radio and read to the students at an assembly.

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 9

Activity: ISU Women & Work Conference

Date: March 9, 2016

Preparer: Brad Barlow

Host/Sponsor of Activity: Idaho State University

Participating Station Personnel: Brad Barlow and Tara Moss, co-hosts of the morning show on Z103.

Description of activity and scope of station participation:

Brad and Tara spoke with college students, administrators, and other attendees about Communications careers and how women are involved at all levels of the Communications industry. They later hosted the Women at Work Fashion Show.

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 10

Activity: South Freemont High School Career Day

Date: March 16, 2016

Preparer: Matty Merrill

Host/Sponsor of Activity: South Freemont High School

Participating Station Personnel: Matty Merrill, afternoon host on KFTZ

Description of activity and scope of station participation:

Matty spoke to students about his job and answered questions about careers in radio.

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 11

Activity: BYU-I Communications Internship Fair

Date: March 17, 2016

Preparer: Nate Eaton

Host/Sponsor of Activity: Brigham Young University – Idaho Communications Department

Participating Station Personnel: Nate Eaton, News Director

Description of activity and scope of station participation:

We 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 12

Activity: Boy Scouts of America Career Exploration

Date: April 14, 2016

Preparer: Jamie Prestwich

Host/Sponsor of Activity: Boy Scouts of America and Riverbend Communications

Participating Station Personnel: Matty Merrill, Afternoon Host Z103

Description of activity and scope of station participation:

Matty Merrill led scouts on a tour of the stations and talked to them about careers in all aspects of radio and communications.

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 13

Activity: Mayor's Business Day

Date: April 19, 2016

Preparer: Jamie Prestwich

Host/Sponsor of Activity: City of Idaho Falls and Grow Idaho Falls

Participating Station Personnel: Jamie Prestwich, Promotions Coordinator

Description of activity and scope of station participation:

We hosted a booth at the Mayor's Business Day. We answered questions about employment opportunities at Riverbend Communications and communications careers and internships. We also promoted the communications industry in our area.

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 14

Activity: Transitions, Inc. Vocational Training Services

Date: April 28, 2015

Preparer: Jamie Prestwich

Host/Sponsor of Activity: Transitions, Inc. Vocational Training Services

Participating Station Personnel: Robert Patten, Digital Department

Description of activity and scope of station participation:

We led students on a tour of our studios and spoke to them about careers in radio and communications. We answered questions about how to pursue jobs in the communications industry.

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 15

Activity: Internships

Date: June 1, 2015 – May 31, 2016

Preparer: Andrea Smith

Host/Sponsor of Activity: Riverbend Communications

Participating Station Personnel: Mike Nelson, Operations Manager and Morning Show Host KLCE; Nate Eaton, News Director; Bill Fuerst, General Manager – (interns help with all aspects of our business)

Description of activity and scope of station participation: We provide internships for college students studying Communications who are interested in work experience at our studios. The hours and dates of their work vary. The following is a list interns from June 1, 2015 – May 31, 2016.

Intern #1(Caucasian Male) – News/Social Media Internship (July 2015 – October 2015) from Brigham Young University - Idaho

Intern #2 (Caucasian Female) – News Writer Internship (July 2015 – September 2015) from Brigham Young University - Idaho

Intern #3 (Caucasian Female) – Web Developer Internship (January 2016 – May 2016) from Eastern Idaho Technical College

Intern #4 (Caucasian Male) – News Writer Internship (February 2016 – April 2016) 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
American Broadcasting School	Michelle McConnell michelle@radioschool.com 712 North Watson Road, Ste. 200 Arlington, TX 76011	817-695-2474
Art Institute of Utah	Reenie McFarland mmcfarland@aii.edu 121 Election Road Draper, UT 84020-9492 Reenie McFarland - Assis. Dir. Of Career Services	801-601-4723 801-601-4712
Boise State University	handshake.com Vickie Coale career.boisestate.edu 1910 University Drive Boise, ID 83725-1310	208-426-1747
Broadview University	mveo@broadviewuniversity.edu 1902 West 7800 South West Jordan, UT 84088	801-3044-4224
BYU Alumni Placement	Campus Placement Services Provo, UT 84602	801-422-6936
BYU Native American Programs	nap@byu.edu BYU/342 Harman Building Provo, UT 84602	801-422-7223
BYU Idaho Broadcasting	244 Kimball Building Provo, UT 84602	208-496-2936
BYU Idaho Communications	peck@byui.edu 244 Kimball Building Rexburg, ID 83460-0210	208-496-2833
BYU Idaho Career Placement	careernavigator@byui.edu	208-496-2831
BYU Idaho College of Business	cbcinternships@byui.edu	208-496-2831

	Smith Building 215 Rexburg, ID 83460-0810	
BYU Idaho Communications Dept.	Mark Skinner skinnerm@byui.edu Jay Hildebrant hildebrandtj@byui.edu cannonm@byui.edu 244 Kimball Building Rexburg, ID 83460-0210	208-496-3710
BYU Idaho Internships	careernavigator@byui.edu merrillm@byui.edu	208-496-2290
LDS Employment Services The Church of Jesus Christ of Latter-day Saints	Job postings on our websites automatically migrate to all LDS Employment entities. The Church set up their sites to do that.	
The College of Idaho	Nancy Johnson Kasulo mismith@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	208-732-6278
Deseret Industries	4485 South Main Street Murray, UT 84107	801-262-6467
Eastern Idaho Technical College	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	careers@isu.edu 921 S. 8 th Stop 8108 Pocatello, ID 83209	208-282-2380
ITT Technical Institute	Lorraine Johnson Rjohnson23@itt-tech.edu 920 W. Levoy Drive Murray, UT 84123	801-263-3313

Idaho Department of Labor / Job Service of Idaho Falls	Jinny Boozer jinny.boozer@labor.idaho.gov Idahoworks.gov	208-236-6710
Idaho Department of Labor / Job Service of Rexburg	William Angell william.angell@labor.idaho.gov PO Box 15, 316 North 3rd East Rexburg, ID 83440	208-557-2500
Indeed.com	Karen Ellis, Representative	(650) 528-2423
LDS Business College	soaring@ldsbc.edu www.jobs.lds.org 95 N. 300 West Salt Lake City, UT 84101	801-524-8147
Lewis and Clark State College	casws@lcsc.edu 500 8th Avenue Lewiston, ID 83501	208-792-2313
Radio Imaging/TV Affiliate Div.	257 Park Avenue, Ste. 900 New York, NY 10010	212-477-1666 x136
Tribal Employment Right Office	Julie Yates julieyates@sbtribes.com PO Box 306 Windowville Road Fort Hall, ID 83203	208-478-3848
TVandradijobs.com	Online job posting site	
University of Idaho	handshake.com Job Location and Development PO Box 44303, Brink Hall G-11 Moscow, ID 83844-3030	208-885-2778
Utah Valley University	csse@uvu.edu 800 W. University Parkway, MS203 Orem, UT 84058	801-863-8915
Utah State University	Kim Iverson careerservices@usu.edu kim.iverson@usu.edu 4305 Old Main Hill Logan, UT 84322-4305	435-797-2644

Westminster College Career Svc.

postjobs@westminstercollege.edu

801-832-259