

## ANNUAL EEO PUBLIC FILE REPORT

For the Period Beginning June 1, 2017 and Ending May 31, 2018


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

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Signature:   
Title: General Manager  
Date: May 31, 2018  
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
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 7 full-time vacancies were filled by the employment unit.

A total number 24 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), KEIR(AM), KEII(AM)

### Reporting Period

June 1, 2017 – May 31, 2018

### 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	September 4, 2017		<b>See Recruitment Source List for entries; Additional recruitment sources used:</b> KLCE, KFTZ, KCVI, KTHK, and KEII/KEIR websites
Account Executive	September 25, 2017		<b>See Recruitment Source List for entries; Additional recruitment sources used:</b> KLCE, KFTZ, KCVI, KTHK, and KEII/KEIR websites
Account Executive	October 9, 2017		<b>See Recruitment Source List for entries; Additional recruitment sources used:</b> KLCE, KFTZ, KCVI, KTHK, and KEII/KEIR websites
Morning Show Host	January 12, 2018		<b>See Recruitment Source List for entries; Additional recruitment sources used:</b> KLCE, KFTZ, KCVI, KTHK, and KEII/KEIR websites
Account Executive	January 22, 2018		<b>See Recruitment Source List for entries; Additional recruitment sources used:</b> KLCE, KFTZ, KCVI, KTHK, and KEII/KEIR websites
Account Executive	January 22, 2018		<b>See Recruitment Source List for entries; Additional recruitment sources used:</b> KLCE, KFTZ, KCVI, KTHK, and KEII/KEIR websites
Account Executive	January 22, 2018		<b>See Recruitment Source List for entries; Additional recruitment sources used:</b> 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	3
All Access.com	2
Idaho State University Career Services	1
Indeed.com	9
Referrals from employees	1
Current employees interviewing for new position	1
Radio advertisements	7

## PART 3

### SUPPLEMENTAL RECRUITMENT INITIATIVES

#### ACTIVITY 1

**Activity:** College of Eastern Idaho Career Fair

**Date:** August 24, 2017

**Preparer:** Andrea Smith

**Host/Sponsor of Activity:** College of Eastern Idaho

**Participating Station Personnel:** Dana Wade, Director of Sales

**Description of activity and scope of station participation:**

Dana Wade, Director of Sales, 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 2

**Activity:** Tiebreaker Elementary School Hawk Book Club for Kids

**Date:** September 18, 2017

**Preparer:** Don Jarrett

**Host/Sponsor of Activity:** Tie Breaker Elementary School

**Participating Station Personnel:** Don Jarrett, Program Director and Morning Show Host and Cory Daniels, Afternoon Drive Host, KTHK

**Description of activity and scope of station participation:**

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

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 3

**Activity:** Idaho Department of Labor Multi-Employer Career Fair

**Date:** September 21, 2017

**Preparer:** Andrea Smith

**Host/Sponsor of Activity:** Idaho Department of Labor

**Participating Station Personnel:** Dana Wade, Director of Sales

**Description of activity and scope of station participation:**

Dana Wade, Director of Sales, 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 4

**Activity:** Brigham Young University – Idaho Career Fair

**Date:** October 12, 2017

**Preparer:** Andrea Smith

**Host/Sponsor of Activity:** Brigham Young University - Idaho

**Participating Station Personnel:** Dana Wade, Director of Sales

**Description of activity and scope of station participation:**

Dana Wade, Director of Sales, 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:** Idaho State University Women in Work

**Date:** October 17, 2017

**Preparer:** Tara Moss

**Host/Sponsor of Activity:** Idaho State University

**Participating Station Personnel:** Tara Moss and Brad Barlow, Morning Show Hosts KFTZ,

**Description of activity and scope of station participation:**

Brad and Tara spoke to panels about radio jobs and hosted a women in work fashion show.

## PART 3

### SUPPLEMENTAL RECRUITMENT INITIATIVES

#### ACTIVITY 6

**Activity:** Careers on Wheels

**Date:** December 6, 2017

**Preparer:** Tara Moss

**Host/Sponsor of Activity:** Hillview Elementary School

**Participating Station Personnel:** Tara Moss and Brad Barlow, Morning Show Hosts KFTZ

**Description of activity and scope of station participation:**

Brad and Tara spoke to students about careers in radio.

## PART 3

### SUPPLEMENTAL RECRUITMENT INITIATIVES

#### ACTIVITY 7

**Activity:** Mountain Valley Elementary School Hawk Book Club for Kids

**Date:** December 21, 2017

**Preparer:** Don Jarrett

**Host/Sponsor of Activity:** Mountain Valley Elementary School

**Participating Station Personnel:** Don Jarrett, Program Director and Morning Show Host and Cory Daniels, Afternoon Drive Host, KTHK

**Description of activity and scope of station participation:**

Don and Cory spoke to students about radio careers, literacy, staying in school, and read a book to students.

## PART 3

### SUPPLEMENTAL RECRUITMENT INITIATIVES

#### ACTIVITY 8

**Activity:** Summit Elementary School Hawk Book Club for Kids

**Date:** February 23, 2018

**Preparer:** Don Jarrett

**Host/Sponsor of Activity:** Summit Elementary School

**Participating Station Personnel:** Don Jarrett, Program Director and Morning Show Host and Cory Daniels, Afternoon Drive Host, KTHK

**Description of activity and scope of station participation:**

Don and Cory spoke to kids about radio careers, literacy, staying in school, and read a book to students.

## PART 3

### SUPPLEMENTAL RECRUITMENT INITIATIVES

#### ACTIVITY 9

**Activity:** Idaho State University Career Fair

**Date:** February 21, 2018

**Preparer:** Andrea Smith

**Host/Sponsor of Activity:** Idaho State University

**Participating Station Personnel:** Dana Wade and Jakoby Winters

**Description of activity and scope of station participation:**

Dana Wade, Director of Sales, and Jakoby Winters, Morning Show Host KFTZ, 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 10

**Activity:** Brigham Young University-Idaho Career Fair

**Date:** February 22, 2018

**Preparer:** Andrea Smith

**Host/Sponsor of Activity:** Brigham Young University - Idaho

**Participating Station Personnel:** Dana Wade and Jakoby Winters

**Description of activity and scope of station participation:**

Dana Wade, Director of Sales, and Jakoby Winters, Morning Show Host KFTZ, 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 11

**Activity:** Ririe High School Career Day

**Date:** February 27, 2018

**Preparer:** Matty Merrill

**Host/Sponsor of Activity:** Ririe High School

**Participating Station Personnel:** Matty Merrill, Z103 Afternoon Host

**Description of activity and scope of station participation:**

Matty spoke with high school students about careers in radio and the Communications industry.

PART 3  
SUPPLEMENTAL RECRUITMENT INITIATIVES  
ACTIVITY 12

**Activity:** Senior Projects presentation at Idaho Falls High School

**Date:** March 15, 2018

**Preparer:** Liza Raley

**Host/Sponsor of Activity:** Idaho Falls High School

**Participating Station Personnel:** Liza Raley, Morning Show Host KLCE

**Description of activity and scope of station participation:**

Liza Raley judged the senior projects showcasing career plans from high school seniors.



## PART 3

### SUPPLEMENTAL RECRUITMENT INITIATIVES

#### ACTIVITY 13

**Activity:** Read Across America Career Day

**Date:** March 1, 2018

**Preparer:** Mike Nelson

**Host/Sponsor of Activity:** Mountain Valley Elementary School

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

**Description of activity and scope of station participation:**

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

## PART 3

### SUPPLEMENTAL RECRUITMENT INITIATIVES

#### ACTIVITY 14

**Activity:** Internships

**Date:** June 1, 2017 – May 31, 2018

**Preparer:** Andrea Smith

**Host/Sponsor of Activity:** Riverbend Communications

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

**Description of activity and scope of station participation:** We provide internships for college and high school 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, 2017 – May 31, 2018.

Intern #1(Caucasian Male) – News Internship (June 2017 – August 2017) from Brigham Young University – Idaho

Intern #2 (Caucasian Male) – News Internship (July 2017 – August 2017) from Journeys DDA, providing career experience and education for disabled individuals

Intern #3 (Caucasian Male) – News Internship (July 2017 – July 2017) from Journeys DDA, providing career experience and education for disabled individuals

Intern #4 (Caucasian Male) – News Internship (June 2017 – September 2017) from Brigham Young University – Idaho

Intern #5 (Caucasian Male) – Web Internship (January 2018 – May 2018) from College of Eastern Idaho

Intern #6 (Caucasian Male) – News Internship (March 2018 – April 2018) from Journeys DDA, providing career experience and education for disabled individuals

## Outreach List and Recruitment Sources

All Access Music Group	<a href="http://www.allaccess.com">www.allaccess.com</a> 28955 Pacific Coast Hwy., Ste. 210-5 Malibu Coast Hwy., CA 90265	310-457-6616
American Broadcasting School	Michelle McConnell <a href="mailto:michelle@radioschool.com">michelle@radioschool.com</a> 712 North Watson Road, Ste. 200 Arlington, TX 76011	817-695-2474
Boise State University	handshake.com Vickie Coale <a href="mailto:career@boisestate.edu">career@boisestate.edu</a> 1910 University Drive Boise, ID 83725-1310	208-426-1747
Broadview University	<a href="mailto:mveo@broadviewuniversity.edu">mveo@broadviewuniversity.edu</a> 1902 West 7800 South West Jordan, UT 84088	801-3044-4224
BYU Idaho Broadcasting	244 Kimball Building Provo, UT 84602	208-496-2936
BYU Idaho Career Placement & Internships	<a href="mailto:careernavigator@byui.edu">careernavigator@byui.edu</a> <a href="mailto:merrillm@byui.edu">merrillm@byui.edu</a>	208-496-2831 208-496-2290
BYU Idaho College of Business	<a href="mailto:cbcinternships@byui.edu">cbcinternships@byui.edu</a> Smith Building 215 Rexburg, ID 83460-0810	208-496-2831
BYU Idaho Communications Dept.	Mark Skinner <a href="mailto:skinnerm@byui.edu">skinnerm@byui.edu</a> Jay Hildebrant <a href="mailto:hildebrandtj@byui.edu">hildebrandtj@byui.edu</a> <a href="mailto:cannonm@byui.edu">cannonm@byui.edu</a> 244 Kimball Building Rexburg, ID 83460-0210	208-496-3710
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	Emilyne Miller – Coordinator <a href="mailto:emiller@collegeofidaho.edu">emiller@collegeofidaho.edu</a> 2112 Cleveland Boulevard Caldwell, ID 83605	208-459-5680
College of Southern Idaho	Mary Olson <a href="mailto:molson@csi.edu">molson@csi.edu</a> PO Box 1238 Twin Falls, ID 83303 <a href="http://Career.csi.edu/careercenter/index.asp">Career.csi.edu/careercenter/index.asp</a>	208-732-6278
East Idaho News	Facebook and Website – Nate Eaton <a href="http://Eastidahonews.com">Eastidahonews.com</a>	208-535-8304
Eastern Idaho Technical College (Now College of Eastern ID)	Hailey Mack Career Placement & Recruitment Coordinator <a href="mailto:Hailey.mack@my.eitc.edu">Hailey.mack@my.eitc.edu</a> 1600 S. 25 <sup>th</sup> East Idaho Falls, ID 83404	208-524-3000
Idaho State University	<a href="mailto:careers@isu.edu">careers@isu.edu</a> 921 S. 8 <sup>th</sup> Stop 8108 Pocatello, ID 83209	208-282-2380
Idaho Department of Labor / Job Service of Idaho Falls	Jinny Boozer <a href="mailto:jinny.boozer@labor.idaho.gov">jinny.boozer@labor.idaho.gov</a> <a href="http://Idahoworks.gov">Idahoworks.gov</a>	208-236-6710
Idaho Department of Labor / Job Service of Rexburg	William Angell <a href="mailto:william.angell@labor.idaho.gov">william.angell@labor.idaho.gov</a> PO Box 15, 316 North 3rd East Rexburg, ID 83440	208-557-2500
Indeed.com	Karen Ellis, Representative	(650) 528-2423
Lewis and Clark State College	<a href="mailto:casws@lcsc.edu">casws@lcsc.edu</a> 500 8 <sup>th</sup> Avenue Lewiston, ID 83501	208-792-2313
Riverbend Communications	Radio ads	
Tribal Employment Right Office	Julie Yeates <a href="mailto:jyeates@sbtribes.com">jyeates@sbtribes.com</a> PO Box 306 Windowville Road Fort Hall, ID 83203	208-478-3848

University of Idaho

[handshake.com](http://handshake.com)

208-885-2778

Job Location and Development

PO Box 44303, Brink Hall G-11

Moscow, ID 83844-3030