2014 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, KID, KLLP, KPKY, KWIK, KEGE, KCHQ , KZKY, KQEZ, KGTM, KRXK, KJAX, KSTG, KECH-FM, KYZK, KSKI-FM, KMTN, KZJH, KOUW

Reporting Period:
June 1, 2013 – May 31, 2014

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. River Country Program Director/On-Air	6/17/2013	Other- Industry Referral	See Recruitment Source List for entries on or before April 23, 2013.
2. Account Executive	7/08/2013	Radio Ad	See Recruitment Source List for entries on or before May 30, 2013.
3. Account Executive	9/23/2013	Radio Ad	See Recruitment Source List for entries on or before July 25, 2013.
4. Business Manager	10/21/2013	Other	See Recruitment Source List for entries on or before October 09, 2013.
5. Account Executive	10/22/2013	Jackson News and Guide	See Recruitment Source List for entries on or before July 25, 2013.
6. Account Executive	11/13/2013	Other	See Recruitment Source List for entries on or before October 08, 2013.
7. KECH Program Director/On-Air	11/25/2013	Employee Referral	See Recruitment Source List for entries on or before August 27, 2013.
8. Business Manager	01/20/2014	Craigslist.com	See Recruitment Source List for entries on or before November 17, 2013.
9. Account Executive	2/24/2014	Employee Referral	See Recruitment Source List for entries on or before January 8, 2014.
10. Account Executive	4/24/2014	Mountain Express Help Wanted Ad	See Recruitment Source List for entries on or before

2014 ANNUAL EEO PUBLIC FILE REPORT

			January 8, 2014.

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

Recruitment Source	**Number of Interviewees Referred**
Employee Referral	**4**
Self-Referral	**1**
Internal Candidate	**1**
Airtalents.com	
AllAccess.com	
Allaboutcountry.com	
AMFMJobs.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	**1**
Idaho State University Career Center	
ITT Technical Institute – Boise	
LDS Employment Resource Services	
Lewis & Clark State College	
Montana State University – Bozeman	
NAACP – Pocatello Branch	
Northwest Nazarene University Career Center	
Ohio/Illinois Center for Broadcasting	
Stevens-Henager College Idaho Falls	
University of Idaho – JAMM	
University of Montana Western	
Utah State University Career Services	
www.classifiedads.com	
www.craigslist.com – East Idaho	**2**
www.learn4good.com	
www.richbroadcasting.com – Company Website	**3**
www.richclassifieds.net	
Other Referral Source	**4**
Radio Ads	**3**
Jackson Hole News and Guide	**3**
Mountain Express Help Wanted Ad	**1**
Valle Richards	**1**

2014 ANNUAL EEO PUBLIC FILE REPORT

Unknown	**2**
TOTAL INTERVIEWS:	**26**

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 three (3) non-paid interns.

2. **Job Fairs-** During the period covered by this report, the Unit participated in eleven (11) career/job fairs:
   a. August 5-9, 2013 – 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 all visitors comments/inquiries.
   b. October 9, 2013 – BYU-Idaho Fall Career Fair. Job Fair was attended by Market Manager and KID AM Program Director.
   c. November 4-8, 2013 – 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 all visitors comments/inquiries.
   d. November 21, 2013 - BYU-Idaho Communications Department Internship and Career Fair. Job fair was attended by the Market Manager, KID AM Program Director and the Director of Human Resources.
   e. February 26, 2014 – Idaho State University Career Fair. Job fair was attended by the Director of Human Resources.
   f. February 27, 2014- BYU-Idaho Discovery Day/Career Fair. Job fair was attended by the Market Manager and Director of Human Resources.
   g. March 17-21, 2014 – 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 all visitors comments/inquiries.
   h. March 20, 2014 - BYU-Idaho Communications Department Internship and Career Fair. Job fair was attended by the KID AM Program Director and the KID AM News Producer.
   i. April 23, 2014 - Eastern Idaho Technical College's Career Fair. Job fair was attended by the Market Manager.
   j. April 24, 2014 – College of Southern Idaho Career and College Expo. Job fair was attended by the President and Director of Human Resources.
   k. April 29, 2014 – Hero 2 Hired Career Fair. Job Fair was attended by the Director of Human Resources.

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

2014 ANNUAL EEO PUBLIC FILE REPORT

3. **Host Job Fair(s)** – During the period covered by this report, the Unit hosted two career fairs.
   a. August 1, 2013 – Rich Broadcasting Job Fair. This job fair was located at the Wort Hotel in Jackson, WY and was attended by the Unit's Regional Sales Manager.
   b. August 6, 2013 -Rich Broadcasting Job Fair. This job fair was located at our Idaho Falls office and was attended by the Unit's Market Manager and Regional Sales Manager.

   During both job fairs, the participants/attendees were encouraged and educated in considering career opportunities in radio and specifically, radio sales/Account Executive positions.

4. **Job Shadow Opportunity –** The Unit maintains a job shadow program, which allows local area high school and university students to shadow a Program Director for up to a three-day period, promoting employment opportunities in radio broadcasting. During the period covered by this report, the Unit had one (1) student participate in the job shadowing program.

5. **Participation in Other Activities -** The Unit has established a practice of hosting tours of its broadcasting facilities to various community organizations and groups. The purpose of these tours is to provide insight and knowledge about the radio broadcasting industry and to discuss possible career opportunities within the broadcasting industry. During the period covered by this report, the Unit conducted four (4) tours.

   On October 10, 2013, the Program Director for KID AM was a guest speaker for a Communication's class at BYU-Idaho. The purpose of this visit was to help educate journalism students about career opportunities in radio broadcasting.

   On October 25, 2013 and April 30, 2014, the Unit's Director of Human Resources and two (2) Program Directors were invited as guest speakers at the Idaho Department of Juvenile Corrections Career Day(s). The purpose of these speaking engagements was to help educate the students about radio industry and to promote entry level career opportunities in radio broadcasting.

Recruitment Source List:

The following sources have requested notification of job openings:

Start/End Dates:	Recruitment Source:
Start: 4/26/2011	**Airtalents.com** Contact: webmaster@airtalents.com Address: Phone:
Start: 4/26/2011	**All Access** Contact: Joel Denver Address: 28955 Pacific Coast Hwy #210-5, Malibu, CA 90265 Phone: (310) 457-6616
Start: 8/05/2011	**allaboutcountry.com** Contact: Kim Hennes Address: 311 E Center Ave., Lake Bluff, IL 60044

2014 ANNUAL EEO PUBLIC FILE REPORT

	Phone: (910) 520-9154
Start: 4/26/2011	**AMFMJobs.com** Contact: Address: P.O. Box 4116, Oceanside, CA 92052 Phone:
Start: 3/06/2012	**Boise State Career Center** Contact: Vickie Coale Address: 1910 University Drive, Boise, ID 83725-1310 Phone: (208) 426-1747
Start: 5/02/2011	**BYU - Idaho CBC Internships & Career Services** Contact: Lane Muranaka Address: 269 Smith Building, Rexburg, ID 83440 Phone: (208) 496-2784
Start: 8/22/2012	**BYU-Idaho Communication Department** Contact: Mark Bailey, Beth Hendricks, Brian Howard, John Thompson Address: Spori 229, Rexburg, ID 83440 Phone: (208) 496-3691
Start: 4/04/2013	**BYU-Idaho Communication Department** Contact: Melissa Merrill Address: Spori 114B, Rexburg, ID 83440 Phone: (208) 496-3691
Start: 5/09/2013	**Careerpage.org** Contact: Laura Grott Address: PO Box 1387, 7217 Hawthorne Dr., Cheyenne, WY 82003 Phone: (307) 632-7622
Start: 4/16/2013	**Casper College** Contact: Janet DeVries Address: 125 College Drive GW, Casper, WY 82601 Phone: (307) 268-2662
Start: 4/15/2013	**Central Wyoming College** Contact: Lance Goede Address: 2660 Peck Ave., Riverton, WY 82501 Phone: (307) 855-2175
Start: 2/23/2012	**College of Idaho** Contact: Michelle Smith Address: 2112 Cleveland Blvd., Box 40, Caldwell, ID 83605-4432 Phone: (208) 459-5508

2014 ANNUAL EEO PUBLIC FILE REPORT

Start: 9/10/2013	**College of Southern Idaho** Contact: Merry Olson Address: 315 Falls Avenue, P.O. Box 1238, Twin Falls, ID 83301 Phone: (208) 732-6306
Start: 2/25/2014	**Colorado Media School** Contact: Terry Cuff Address: 404 S. Upham St., Lakewood, CO 80226 Phone: (303) 937-7070
Start: 4/02/2013	**Development Workshop, Inc.** Contact: Brooke Cox Address: 2475 Leslie Ave., Idaho Falls, ID 83402 Phone: (208) 589-5623
Start: 4/02/2013 **End: 5/01/2014** **No Longer with Organization**	**Development Workshop, Inc.** Contact: Karen M. Ker Address: 2475 Leslie Ave., Idaho Falls, ID 83402 Phone: (208) 589-5679
Start: 4/19/2011	**Eastern Idaho Technical College - Career Services** Contact: Jessica Dixon Address: 1600 South 25th East, Idaho Falls, ID 83404 Phone: (208) 524-3000 ext. 3337
Start: 5/08/2014	**Idaho Department of Juvenile Corrections** Contact: Randy Stocking Address: PO Box 40 St. Anthony, ID 83445 Phone: (208) 624-2156
Start: 4/18/2011	**Idaho Department of Labor** Contact: Wade Virgin Address: 1515 East Lincoln Road, Idaho Falls, ID 83401 Phone: (208) 557-2500
Start: 4/02/2013	**Idaho Department of Labor – Internships** Contact: Windy Keele Address: 1515 East Lincoln Road, Idaho Falls, ID 83401 Phone: (208) 557-2500 ext. 3053
Start: 4/02/2013	**Idaho Department of Labor – Veteran Affairs** Contact: Ron Tapia Address: 155 North Maple, P.O. Box 9, Blackfoot, ID 83221-0009 Phone: (208) 236-6713 ext.3708
Start: 3/21/2014 **End: 3/26/2014**	**Idaho Mountain Express** Contact: Classified Ads

2014 ANNUAL EEO PUBLIC FILE REPORT

***Sun Valley, ID Jobs Only**	Address: 591 First Avenue North, Ketchum, ID 83340 Phone: (208) 726-8060
Start: 9/12/2013	**Idaho State Broadcasters Association** Contact: Connie Searles Address: 1674 West Hill Road, Suite 3, Boise, ID 83702 Phone: (208) 345-3072
Start: 4/29/2011	**Idaho State University Career Center** Contact: Troy Kase Address: 921 So. 8th Ave., Stop 8108, Pocatello, ID 83209-8108 Phone: (208) 282-2380
Start: 2/23/2012	**ITT Technical Institute – Boise** Contact: Neil Whited Address: 12302 West Explorer Drive, Boise, ID 83713-1529 Phone: (280) 322-8844
Start: 5/28/2011	**KLLP-FM Website (star985.com)** Contact: Josh Bristol Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900
Start: 5/28/2011	**KPKY-FM Website (949therock.com)** Contact: Josh Bristol Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900
Start: 5/28/2011	**KID-AM Website (590kid.com)** Contact: Josh Bristol Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900
Start: 5/28/2011	**KID-FM Website (rivercountry.com)** Contact: Josh Bristol Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900
Start: 4/19/2011	**LDS Employment Resource Services** Contact: Scott Brizzee Address: 837 Park Ave., Idaho Falls, ID 83402 Phone: (208) 523-4880
Start: 10/01/2013	**LDS Employment Resources Services – Twin Falls** Contact: Elder Clinton A. Parks Address: 726 Cheney Drive, Twin Falls, ID 83301 Phone: (208) 734-9023

2014 ANNUAL EEO PUBLIC FILE REPORT

Start: 7/10/2011	**Lewis & Clark State College** Contact: Debra Lybyer Address: 500 8th Avenue/ Career Development, Lewiston, ID 83501-2698 Phone: (208) 792-2313
Start: 4/15/2013	**Montana State University – Bozeman** Contact: Chantelle Mahan Address: 177 Strand Union Building, Bozeman, MT 59717 Phone: (406) 994-5485
Start: 9/11/2011	**NAACP – Pocatello Branch** Contact: Michael Pettaway Address: PO Box 4192, Pocatello, ID 83205 Phone:
Start: 4/23/2013	**Northwest Nazarene University Career Center** Contact: Janet Dodge Address: 623 South University Blvd., Nampa, ID 83686 Phone: (208) 467-8767
Start: 6/07/2012	**Ohio/Illinois Center for Broadcasting** Contact: Gary James Address: 9885 Rockside Road, Suite 160, Cleveland, OH 44125 Phone: (216) 503-5900
Start: 3/06/2012	**Stevens-Henager College Idaho Falls** Contact: Angela Hays-Carey Address: 901 Pier View Drive, Suite 105, Idaho Falls, ID 83402 Phone: (208) 528-7692 ext. 1894
Start: 4/12/2013 ***Sun Valley, ID Jobs Only**	**The Weekly Sun of the Wood River Valley** Contact: Leslie Thompson Address: 16 West Croy St., Hailey, ID 83333 Phone: (208) 928-7186
Start: 2/28/2012	**University of Idaho – JAMM** Contact: Glenn Mosley Address: P.O. Box 443178, Moscow, ID 83844-3178 Phone: (208) 885-6020
Start: 4/23/2013	**University of Montana Western** Contact: Ryann Schedel Address: 710 South Atlantic, Dillon, MT 59725 Phone: (406) 683-7135
Start: 4/15/2013	**Utah State University Career Services** Contact: Maleah Christensen

2014 ANNUAL EEO PUBLIC FILE REPORT

	Address: 4305 Old Main Hill, Logan, UT 84322-4305 Phone: (435) 797-7777
Start: 5/10/2013 ***Wyoming Jobs Only**	**Wyoming Association of Broadcasters (WAB)** Contact: Laura Grott Address: PO Box 1387, 7217 Hawthorne Dr., Cheyenne, WY 82003 Phone: (307) 632-7622
Start: 2/20/2012	**www.classifiedads.com** Contact: Address: Phone:
Start: 2/20/2012	**www.craigslist.com** Contact: Address: 1381 9th Ave., San Francisco, CA 94122 Phone: (408) 988-6395
Start: 2/20/2012	**www.learn4good.com** Contact: Address: Phone:
Start: 5/18/2011	**www.richbroadcasting.com** Contact: Owen Mecham Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900
Start: 2/20/2012	**www.richclassifieds.net** Contact: Owen Mecham Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900

This Annual Report was placed in each station's public inspection file on May 31, 2014, and posted on the stations' web site, in accordance with FCC's EEO Rules.