

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, KRXK, KJAX, KSTG, KMTN, KZJH, 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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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	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 – JAMM	
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	
TOTAL INTERVIEWS:	12

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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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 Phone: (910) 520-9154 *On-Air Country Radio Job Openings ONLY
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: Beth Hendricks, Brian Howard, Brandon Isle, 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

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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
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	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: Hailey Mack 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: Rick Berrett Address: PO Box 40 St. Anthony, ID 83445 Phone: (208) 624-2156
Start: 4/18/2011	Idaho Department of Labor Contact: Jinny Boozer

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	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: Kenneth Collins Address: 155 North Maple, P.O. Box 9, Blackfoot, ID 83221-0009 Phone: (208) 236-6713 ext.3708
Start: 10/21/2015 End: 10/28/2015 *Sun Valley/Twin Falls Account Executive Posting 10-06-2015	Idaho Mountain Express Contact: Classified Ads Address: 591 First Avenue North, Ketchum, ID 83340 Phone: (208) 726-8060
Start: 9/12/2013 End: 7/01/2014	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: Jeffrey White 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

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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: 1/02/2015	KJAX Website (kjaxcountry.com) Contact: Josh Bristol Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900
Start: 1/02/2015	KMTN Website (969themountain.com) Contact: Josh Bristol Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900
Start: 1/02/2015	KZJH Website (kz95fm.com) Contact: Josh Bristol Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900
Start: 1/02/2015	KECH-FM Website (kech95fm.com) Contact: Josh Bristol Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900
Start: 1/02/2015	KSKI-FM Website (945kski.com) Contact: Josh Bristol Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900
Start: 1/02/2015	KYZK Website (star1075.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
Start: 7/10/2011	Lewis & Clark State College Contact: Debra Lybyer

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	<p>Address: 500 8th Avenue/ Career Development, Lewiston, ID 83501-2698 Phone: (208) 792-2313</p>
Start: 4/15/2013	<p>Montana State University – Bozeman Contact: Chantelle Mahan Address: 177 Strand Union Building, Bozeman, MT 59717 Phone: (406) 994-5485</p>
Start: 9/11/2011	<p>NAACP – Pocatello Branch Contact: Michael Pettaway Address: PO Box 4192, Pocatello, ID 83205 Phone:</p>
Start: 4/23/2013	<p>Northwest Nazarene University Career Center Contact: Janet Dodge Address: 623 South University Blvd., Nampa, ID 83686 Phone: (208) 467-8767</p>
Start: 6/07/2012	<p>Ohio/Illinois Center for Broadcasting Contact: Gary James Address: 9885 Rockside Road, Suite 160, Cleveland, OH 44125 Phone: (216) 503-5900</p>
Start: 3/06/2012	<p>Stevens-Henager College Idaho Falls Contact: Jason Batalden Address: 901 Pier View Drive, Suite 105, Idaho Falls, ID 83402 Phone: (208) 528-7692 ext. 1894</p>
Start: 4/12/2013 *Sun Valley Positions Only	<p>The Weekly Sun of the Wood River Valley Contact: Leslie Thompson Address: 16 West Croy St., Hailey, ID 83333 Phone: (208) 928-7186</p>
Start: 2/28/2012	<p>University of Idaho – JAMM Contact: Glenn Mosley Address: P.O. Box 443178, Moscow, ID 83844-3178 Phone: (208) 885-6020</p>
Start: 4/23/2013	<p>University of Montana Western Contact: Ryann Schedel Address: 710 South Atlantic, Dillon, MT 59725 Phone: (406) 683-7135</p>
Start: 4/15/2013	<p>Utah State University Career Services Contact: Maleah Christensen Address: 4305 Old Main Hill, Logan, UT 84322-4305</p>

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	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 End: 3/31/2016	www.richclassifieds.net Contact: Owen Mecham Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900
Start: 5/02/2016	www.wyomingatwork.com 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.