

2017 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, KRXX, KOUW

Reporting Period:

June 1, 2016 – May 31, 2017

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	9/26/2016	Self-Referral	See Recruitment Source List for entries on or before July 19, 2016.
2. Account Executive	2/06/2017	Market Referral	See Recruitment Source List for entries on or before October 5, 2016.
3. Account Executive	3/15/2017	Market Referral	See Recruitment Source List for entries on or before January 18, 2017.

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

Recruitment Source	Number of Interviewees Referred
Employee Referral	1
Self-Referral	1
Airtalents.com	
AllAccess.com	
Allaboutcountry.com	
AMFMJobs.com	
Boise State Career Center	
BYU - Idaho CBC Internships & Career Services	1
BYU – Idaho Communications Department	
Careerpage.org	
Casper College	
Central Wyoming College	
College of Idaho	

2017 ANNUAL EEO PUBLIC FILE REPORT

Development Workshop, Inc.	
Eastern Idaho Technical College - Career Services	
Idaho Department of Labor	
Idaho State University Career Center	
Indeed.com	3
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	
www.learn4good.com	
www.richbroadcasting.com – Company Website	
www.richclassifieds.net	
Other Market Referral Source	2
Radio Ads	2
Mountain Express Help Wanted Ad	
Unknown	
Woodriver Newspaper	
Magic Valley Times News	
TOTAL INTERVIEWS:	10

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.
2. **Job Fairs-** During the period covered by this report, the Unit participated in six (6) career/job fairs:
 - a. June 23, 2016 – BYU –Idaho’s Communication Department’s Career and Internship Fair
The career/internship fair was attended by the Director of Human Resources.
 - b. October 6, 2016 – BYU-Idaho’s 2016 Fall Career Fair
The career fair was attended by the CEO and Director Human Resources.
 - c. November 17, 2016 – BYU-Idaho’s Communication Department’s Career/Internship Fair
The career fair was attended by the Regional Market Manager.

2017 ANNUAL EEO PUBLIC FILE REPORT

- d. February 15, 2017 – Idaho State University’s Career Fair
The job fair was attended by the Director of Human Resources.
- e. February 16, 2017 - BYU-Idaho’s 2017 Winter Career Fair
The job fair was attended by the Director of Human Resources.
- f. April 20, 2017 - Eastern Idaho Technical College’s Career Fair
The job fair was attended by the Sales Manager.

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

- 3. **Host Job Fair** – During the period covered by this report, the Unit co-hosted one (1) career fair.
 - a. April 20, 2017 – The Southeast Idaho Broadcasters’ Job Fair. This job fair was located at the Eastern Idaho Technical College in Idaho Falls, ID and was attended by the Unit’s President, Regional Market Manager, Regional Sales Manager, KID Program Director, EZ Rock Program Director, River Country Program and Communications Engineer. During the job fair, the participants/attendees were encouraged and educated in considering career opportunities in radio and specifically, Account Executive positions.
- 4. **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 3 tours.

On November 9, 2016, the Regional Market Manager was a guest speaker at Bonneville High School for an advertising/marketing class. The purpose of this event was to help educate students on the power of radio, current trends in the radio industry and career/internship opportunities in radio broadcasting.

On November 16, 2016, the Regional Market Manager was a guest speaker/panel judge at Bonneville High School’s Shark Tank activity. The purpose of this visit was to help judge and assess student’s entrepreneurial projects and understanding/ability to market their products/concept.

On November 30, 2016, the KID-AM Program Director and On-Air Co-Host/Producer were guest speakers for BYU-Idaho’s Communications 240 class. The purpose of this visit was to help educate communication students about the radio news talk programming/journalism.

On February 6, 2017, the Communications Engineer was a guest speaker at Ririe Middle School and High School Career Day. The purpose of the event was to help educate students about the radio industry and possible career/internship opportunities in radio.

On April 20, 2017, the CEO was a guest speaker for ISU’s Advanced Sports Marketing Class. The purpose of the visit was to help educate students about the radio industry, the power of radio advertising and to help promote careers in radio broadcasting.

2017 ANNUAL EEO PUBLIC FILE REPORT

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 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

2017 ANNUAL EEO PUBLIC FILE REPORT

	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
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

2017 ANNUAL EEO PUBLIC FILE REPORT

Start: 4/18/2011	Idaho Department of Labor Contact: Jinny Boozer 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: 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: 3/15/2017	Idaho State University Student Opportunity Development Contact: Liz Knight Address: 921 So. 8 th Ave., Stop 8010, Pocatello, ID 83209-8010 Phone: (208) 282-3662
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

2017 ANNUAL EEO PUBLIC FILE REPORT

	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: 1/02/2015 End: 4/12/2017	KJAX Website (kjaxcountry.com) Contact: Josh Bristol Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900
Start: 1/02/2015 End: 4/12/2017	KMTN Website (969themountain.com) Contact: Josh Bristol Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900
Start: 1/02/2015 End: 4/12/2017	KZJH Website (kz95fm.com) Contact: Josh Bristol Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900
Start: 1/02/2015 End: 4/12/2017	KECH-FM Website (kech95fm.com) Contact: Josh Bristol Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900
Start: 1/02/2015 End: 4/12/2017	KSKI-FM Website (945kski.com) Contact: Josh Bristol Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900
Start: 1/02/2015 End: 4/12/2017	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 End: 4/12/2017	LDS Employment Resources Services – Twin Falls Contact: Elder Clinton A. Parks Address: 726 Cheney Drive, Twin Falls, ID 83301 Phone: (208) 734-9023

2017 ANNUAL EEO PUBLIC FILE REPORT

<p>Start: 7/10/2011</p>	<p>Lewis & Clark State College Contact: Debra Lybyer Address: 500 8th Avenue/ Career Development, Lewiston, ID 83501-2698 Phone: (208) 792-2313</p>
<p>Start: 4/15/2013</p>	<p>Montana State University – Bozeman Contact: Chantelle Mahan Address: 177 Strand Union Building, Bozeman, MT 59717 Phone: (406) 994-5485</p>
<p>Start: 9/11/2011</p>	<p>NAACP – Pocatello Branch Contact: Michael Pettaway Address: PO Box 4192, Pocatello, ID 83205 Phone:</p>
<p>Start: 4/23/2013</p>	<p>Northwest Nazarene University Career Center Contact: Janet Dodge Address: 623 South University Blvd., Nampa, ID 83686 Phone: (208) 467-8767</p>
<p>Start: 6/07/2012</p>	<p>Ohio/Illinois Center for Broadcasting Contact: Gary James Address: 9885 Rockside Road, Suite 160, Cleveland, OH 44125 Phone: (216) 503-5900</p>
<p>Start: 3/06/2012</p>	<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>
<p>Start: 4/12/2013 *Sun Valley Positions Only End: 4/12/2017</p>	<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>
<p>Start: 3/01/2017</p>	<p>University of Idaho Contact: Alice Allen Address: 1784 Science Center Drive, Idaho Falls, ID 83402 Phone: (208) 757-5500</p>
<p>Start: 2/28/2012</p>	<p>University of Idaho – JAMM Contact: Glenn Mosley Address: P.O. Box 443178, Moscow, ID 83844-3178 Phone: (208) 885-6020</p>
<p>Start: 4/23/2013</p>	<p>University of Montana Western</p>

2017 ANNUAL EEO PUBLIC FILE REPORT

	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 Address: 4305 Old Main Hill, Logan, UT 84322-4305 Phone: (435) 797-7777
Start: 2/23/2017	Vocational Rehabilitation Contact: Becca Freeburne Address: 490 North Maple, Suite B, Blackfoot, ID 83221 Phone: (208) 785-6649
Start: 5/10/2013 *Wyoming Jobs Only End: 4/12/2017	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

2017 ANNUAL EEO PUBLIC FILE REPORT

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
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This Annual Report was placed in each station's public inspection file on **June 1, 2017**, and posted on the stations' web site, in accordance with FCC's EEO Rules.