

2020 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, 2019 – May 31, 2020

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	07/12/2019	Market Referral	See Recruitment Source List for entries on or before May 17, 2019.
2. Account Executive	08/05/2019	Market Referral	See Recruitment Source List for entries on or before May 17, 2019.
3. Account Executive	11/04/2020	Market Referral	See Recruitment Source List for entries on or before October 04, 2020.
4. Broadcast transmitter Engineer	05/22/2020	Market Referral	See Recruitment Source List for entries on or before May 22, 2020.

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

Recruitment Source	Number of Interviewees Referred
Employee Referral	4
Self-Referral	
Airtalents.com	
AllAccess.com	
AMFMJobs.com	
Boise State Career Center	
BYU - Idaho CBC Internships & Career Services	
BYU – Idaho Communications Department	
Careerpage.org	
Casper College	
Central Wyoming College	

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2. **Job Fairs-** During the period covered by this report, the Unit participated in three (3) career/job fairs:
- July 25, 2019 – Department of Labor Job The career fair was attended by the Director of Human Resources.
 - August 22, 2019 - ISU 2019 Part time/ Internship career fair the career fair was attended by the Director Human Resources.
 - November 07,2019 – Department of Labor Veterans Hiring Event The career 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.

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

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<p>Start: 8/22/2012</p>	<p>BYU-Idaho Communication Department Contact: Beth Hendricks, Brian Howard, Brandon Isle, John Thompson Address: Spori 229, Rexburg, ID 83440 Phone: (208) 496-3691</p>
<p>Start: 4/04/2013</p>	<p>BYU-Idaho Communication Department Contact: Melissa Merrill Address: Spori 114B, Rexburg, ID 83440 Phone: (208) 496-3691</p>
<p>Start: 5/09/2013</p>	<p>Careerpage.org Contact: Laura Grott Address: PO Box 1387, 7217 Hawthorne Dr., Cheyenne, WY 82003 Phone: (307) 632-7622</p>
<p>Start: 4/16/2013</p>	<p>Casper College Contact: Janet DeVries Address: 125 College Drive GW, Casper, WY 82601 Phone: (307) 268-2662</p>
<p>Start: 4/15/2013</p>	<p>Central Wyoming College Contact: Lance Goede Address: 2660 Peck Ave., Riverton, WY 82501 Phone: (307) 855-2175</p>
<p>Start: 2/23/2012</p>	<p>College of Idaho Contact: Michelle Smith Address: 2112 Cleveland Blvd., Box 40, Caldwell, ID 83605-4432 Phone: (208) 459-5508</p>
<p>Start: 9/10/2013</p>	<p>College of Southern Idaho Contact: Merry Olson Address: 315 Falls Avenue, P.O. Box 1238, Twin Falls, ID 83301 Phone: (208) 732-6306</p>
<p>Start: 2/25/2014</p>	<p>Colorado Media School Contact: Terry Cuff Address: 404 S. Upham St., Lakewood, CO 80226 Phone: (303) 937-7070</p>
<p>Start: 06/01/2020</p>	<p>Coeur D'Alene Tribe HR Contact: Heather Harper Address; 850 A Street Plummer, ID 83851 Phone: 208-686-1800</p>
<p>Start: 4/02/2013</p>	<p>Development Workshop, Inc. Contact: Brooke Cox</p>

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	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 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: 05/13/2020	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

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<p>Start: 2/23/2012</p>	<p>ITT Technical Institute – Boise Contact: Jeffrey White Address: 12302 West Explorer Drive, Boise, ID 83713-1529 Phone: (280) 322-8844</p>
<p>Start: 5/28/2011</p>	<p>KLLP-FM Website (star985.com) Contact: Josh Bristol Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900</p>
<p>Start: 5/28/2011</p>	<p>KPKY-FM Website (949therock.com) Contact: Josh Bristol Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900</p>
<p>Start: 5/28/2011</p>	<p>KID-AM Website (590kid.com) Contact: Josh Bristol Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900</p>
<p>Start: 5/28/2011</p>	<p>KID-FM Website (rivercountry.com) Contact: Josh Bristol Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900</p>
<p>Start: 4/19/2011</p>	<p>LDS Employment Resource Services Contact: Scott Brizzee Address: 837 Park Ave., Idaho Falls, ID 83402 Phone: (208) 523-4880</p>
<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>

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<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>Strat: 06/01/2019</p>	<p>Shoshone Bannock Tribes of the Fort Hall Reservation Idaho Contact: Jessica Hood Phone: 208-478-3856 Address: PO Box 306 Fort Hall, ID 83203</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: 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 Contact: Ryann Schedel Address: 710 South Atlantic, Dillon, MT 59725 Phone: (406) 683-7135</p>
<p>Start: 4/15/2013</p>	<p>Utah State University Career Services Contact: Maleah Christensen Address: 4305 Old Main Hill, Logan, UT 84322-4305 Phone: (435) 797-7777</p>
<p>Start: 2/23/2017</p>	<p>Vocational Rehabilitation Contact: Becca Freeburne Address: 490 North Maple, Suite B, Blackfoot, ID 83221 Phone: (208) 785-6649</p>
<p>Start: 2/20/2012</p>	<p>www.classifiedads.com Contact: Address:</p>

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	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: 5/02/2018	RAB