

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:

KECH, KSKI, KYZK

Reporting Period:

September 18, 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. General Sales Manager	12/05/2019	Market Referral	See Recruitment Source List for entries on or before November, 2019.

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

Recruitment Source	Number of Interviewees Referred
Employee Referral	
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	
Coeur D’ Alene Tribe HR	
College of Idaho	
Colorado Media school	
Coeur D’Alene Tribe HR	
Idaho Department of Juvenile Corrections	
Idaho Department of Labor	
Idaho Department of Labor- Internships	
Idaho Department of Labor- Veteran Affairs	
Idaho State Broadcasters Association	

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Idaho State University Career Center	
Indeed.com	1
ITT Technical Institute – Boise	
Lewis & Clark State College	
Montana State University- Bozeman	
NAACP – Pocatello Branch	
Northwest Nazarene University Career Center	
Ohio/Illinois Center for Broadcasting	
Shoshone Bannock Tribes of the Fort Hall Reservation Idaho	
Stevens-Henager College Idaho Falls	
The Weekly Sun of the Wood River Valley	
University of Idaho – JAMM	
University of Montana Western	
Utah State University Career Services	
Vocational Rehabilitation	
www.classifiedads.com	
www.learn4good.com	
www.richbroadcasting.com – Company Website	
Other Market Referral Source	
Radio Ads	
Linkdin	1
Richbroadcasting website	1
Wood River Media	
KYZK	
KECH	
KSKI	
TOTAL INTERVIEWS:	3

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 Zero (0) interns.
2. **Job Fairs-** During the period covered by this report, the Unit participated in One (1) career/job fairs:
 - a. November 20, 2019 – Department of Labor Veterans Job Fair - The career fair was attended by the Director of Human Resources and CEO.

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

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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: 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
Start: 4/16/2013	Casper College

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	<p>Contact: Janet DeVries Address: 125 College Drive GW, Casper, WY 82601 Phone: (307) 268-2662</p>
Start: 4/15/2013	<p>Central Wyoming College Contact: Lance Goede Address: 2660 Peck Ave., Riverton, WY 82501 Phone: (307) 855-2175</p>
Start: 2/23/2012	<p>College of Idaho Contact: Michelle Smith Address: 2112 Cleveland Blvd., Box 40, Caldwell, ID 83605-4432 Phone: (208) 459-5508</p>
Start: 9/10/2013	<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>
Start: 06/01/2019	<p>Coeur D' Alene Tribe HR Contact: Heather Harper Address: 850 A Street Plummer, ID 83851 Phone: 208-686-1800</p>
Start: 2/25/2014	<p>Colorado Media School Contact: Terry Cuff Address: 404 S. Upham St., Lakewood, CO 80226 Phone: (303) 937-7070</p>
Start: 06/01/2020	<p>Coeur D'Alene Tribe HR Contact: Heather Harper Address; 850 A Street Plummer, ID 83851 Phone: 208-686-1800</p>
Start: 5/08/2014	<p>Idaho Department of Juvenile Corrections Contact: Rick Berrett Address: PO Box 40 St. Anthony, ID 83445 Phone: (208) 624-2156</p>
Start: 4/18/2011	<p>Idaho Department of Labor Contact: Address: Twin Falls Phone:</p>
Start: 4/02/2013	<p>Idaho Department of Labor – Internships Contact: Address: Phone:</p>

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Start: 4/02/2013	Idaho Department of Labor – Veteran Affairs Contact: Address: Phone:
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
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: 4/19/2011	LDS Employment Resource Services Contact: Scott Brizzee Address: 837 Park Ave., Idaho Falls, ID 83402 Phone: (208) 523-4880
Start: 7/10/2011	Lewis & Clark State College Contact: Debra Lybyer Address: 500 8 th 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

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	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
Strat: 06/01/2019	Shoshone Bannock Tribes of the Fort Hall Reservation Idaho Contact: Jessica Hood Phone: 208-478-3856 Address: PO Box 306 Fort Hall, ID 83203
Start: 3/06/2012	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
	The Weekly Sun of the Wood River Valley Contact: Leslie Thompson Address: 16 West Croy St., Hailey, ID 83333 Phone: (208) 928-7186
Start: 3/01/2017	University of Idaho Contact: Alice Allen Address: 1784 Science Center Drive, Idaho Falls, ID 83402 Phone: (208) 757-5500
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 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: 2/20/2012	www.classifiedads.com

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	Contact: Address: Phone:
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
Start: 10/21/2019 Posted on website: www.indeed.com	Indeed.com
Start: 10/21/2019 Posted on website: www. Woodrivermedia.com	www.WoodRiverMedia.com 201 South Main Street Idaho Falls, ID
	www . KYZK . com
	www . KECH . com
	www . KSKI . com