

## 2024 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:

KWFI (formerly KID-FM), KWFO (formerly KCHQ), KIDG (formerly KEGE), KIDJ (formerly KQEZ), KLLP, KGTM, KPKY, KZKY, KWIK, KRXX, KOUW

### Reporting Period:

June 1<sup>st</sup> 2023 through May 31<sup>st</sup> 2024

### Full-Time Vacancies Filled During Reporting Period and Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy:

Job Title	Vacancy Date	Date Filled	Hire/Recruitment Source
News Director/Program Director	02/01/2023	06/05/2023	Employee Referral
Social Media Specialist	new	6/19/2023	Radio Ads
Show Producer	08/12/2022	06/19/2023	BYU-I referral
Receptionist	new	8/2/2023	Personal Referral

Marketing Consultant	new	10/23/22	Radio Ads
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Marketing Consultant	new	1/22/24	Radio Ads
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Marketing Consultant	new	4/8/24	Indeed
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Office Administrator	4/22/24	4/22/2024	referral
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Office Administrator	new	4/22/2024	referral
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### Total Number of Interviewees For All Full-Time Vacancies Filled:

Recruitment Source	Number of Interviewees Referred
Employee Referral	3
Self-Referral	2
Airtalents.com	
AllAccess.com	
AMFMJobs.com	
Boise State Career Center	
BYU - Idaho CBC Internships & Career Services	1
BYU – Idaho Communications Department	3
Careerpage.org	
Casper College	
Central Wyoming College	
College of Idaho	
Colorado Media School	
Coeur D’ Alene tribe HR	
Development Workshop, Inc.	
Eastern Idaho Technical College - Career Services	1
Idaho Department of Juvenile Corrections	
Idaho Department of Labor	
Idaho Department of Labor - Internships	
Idaho Department of Labor - Veteran Affairs	
Idaho State Broadcasters Association	
Idaho State University Career Center	
Idaho State University Student Opportunity Development	

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Indeed.com	14
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	
Shoshone Bannock Tribes of the Fort Hall Reservation Idaho	
Stevens-Henager College Idaho Falls	
University of Idaho – JAMM	
University of Montana Western	
Utah State University Career Services	
Vocational Rehabilitation	
<a href="http://www.classifiedads.com">www.classifiedads.com</a>	
<a href="http://www.learn4good.com">www.learn4good.com</a>	
<a href="http://www.richbroadcasting.com">www.richbroadcasting.com</a> – Company Website	
<a href="http://www.RAB.com">www.RAB.com</a>	
Other Market Referral Source	
Radio Ads	8
Station Websites	
Word of mouth	3
Unknown	
<b>TOTAL INTERVIEWS:</b>	<b>35</b>

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### 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 1 intern.
- 2. Job Fairs-** During the period covered by this report, the Unit participated in 2 career/job fairs: During all job fairs, the participants/attendees were encouraged and educated in considering careers in radio broadcasting and internship opportunities. These Include: EAST IDAHO JOB FAIR 9/28/23, SUGAR SALEM CAREER EXPLORATION DAY 2/21/24,
- 3. Community speaker engagements/ station events** - through the course of the year station personnel engaged in 1 local Chamber of Commerce speaking engagements & 11 monthly member meetings at The Twin Falls Chamber of Commerce , the Idaho Falls Chamber of Commerce & the Hailey Chamber of Commerce & 2 college campus meetings with Rich Broadcasting owner/President, communication students & faculty and President of the Communications Departments at BYU - Idaho & Idaho State University & 1 news director lecture to broadcast students. and 1 station tour/lecture with BYU - Idaho Communications Students and faculty at Rich Broadcasting Studios. Stations hosted 5 table talk discussions though in person & on social media involving health, education, workplace equality and business. Station also moderated 7 weekly Stand up Idaho community meetings dedicated to non partisan cooperation on legislation. Country station 40 weekly Book Club events at local grade schools.
- 4. Employee Training-** Through this year employees have participated in a number of training programs including: 4 Radio Advertising Bureau Sales Essentials Trainings, 3 Certified Digital Marketing Consultant Courses, 3 Radio Marketing Professional Courses, 12 National Sales Fuel/Ad-Mall Certifications, 2 Radio Sales Bureau Certified Digital Marketing Consultant Content Creator Courses , 10 Sales Fuel national certifications & 12 monthly National Radio Advertising Bureau Industry specific training webinars.

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### Recruitment Source List:

The following sources have requested notification of job openings:

Start/End Dates:	Recruitment Source:
	<p><b>Airtalents.com</b>            Contact: webmaster@airtalents.com            Address:            Phone:</p>
	<p><b>All Access</b>            Contact: Joel Denver            Address: 28955 Pacific Coast Hwy #210-5, Malibu, CA 90265            Phone: (310) 457-6616</p>
	<p><b>AMFMJobs.com</b>            Contact:            Address: P.O. Box 4116, Oceanside, CA 92052            Phone:</p>
	<p><b>Boise State Career Center</b>            Contact: Vickie Coale            Address: 1910 University Drive, Boise, ID 83725-1310            Phone: (208) 426-1747</p>
	<p><b>BYU - Idaho CBC Internships &amp; Career Services</b>            Contact: Lane Muranaka            Address: 269 Smith Building, Rexburg, ID 83440            Phone: (208) 496-2784</p>
	<p><b>BYU-Idaho Communication Department</b>            Contact: Beth Hendricks, Brian Howard, Brandon Isle, John Thompson            Address: Spori 229, Rexburg, ID 83440            Phone: (208) 496-3691</p>
	<p><b>Careerpage.org</b>            Contact: Laura Grott            Address: PO Box 1387, 7217 Hawthorne Dr., Cheyenne, WY 82003            Phone: (307) 632-7622</p>
	<p><b>Casper College</b>            Contact: Janet DeVries            Address: 125 College Drive GW, Casper, WY 82601            Phone: (307) 268-2662</p>

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	<p><b>College of Idaho</b>            Contact: Michelle Smith            Address: 2112 Cleveland Blvd., Box 40, Caldwell, ID 83605-4432            Phone: (208) 459-5508</p>
	<p><b>Colorado Media School</b>            Contact: Terry Cuff            Address: 404 S. Upham St., Lakewood, CO 80226            Phone: (303) 937-7070</p>
	<p><b>Coeur D’Alene Tribe HR</b>            Contact: Heather Harper            Address; 850 A Street Plummer, ID 83851            Phone: 208-686-1800</p>
	<p><b>Development Workshop, Inc.</b>            Contact: Brooke Cox            Address: 2475 Leslie Ave., Idaho Falls, ID 83402            Phone: (208) 589-5623</p>
	<p><b>Eastern Idaho Technical College - Career Services</b>            Contact: Hailey Mack            Address: 1600 South 25th East, Idaho Falls, ID 83404            Phone: (208) 524-3000 ext. 3337</p>
	<p><b>Idaho Department of Juvenile Corrections</b>            Contact: Rick Berrett            Address: PO Box 40 St. Anthony, ID 83445            Phone: (208) 624-2156</p>
	<p><b>Idaho Department of Labor</b>            Contact: Jinny Boozer            Address: 1515 East Lincoln Road, Idaho Falls, ID 83401            Phone: (208) 557-2500</p>
	<p><b>Idaho Department of Labor – Internships</b>            Contact: Windy Keele            Address: 1515 East Lincoln Road, Idaho Falls, ID 83401            Phone: (208) 557-2500 ext. 3053</p>
	<p><b>Idaho Department of Labor – Veteran Affairs</b>            Contact: Kenneth Collins            Address: 155 North Maple, P.O. Box 9, Blackfoot, ID 83221-0009            Phone: (208) 236-6713 ext.3708</p>



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	<p><b>Idaho State Broadcasters Association</b>            Contact: Connie Searles            Address: 1674 West Hill Road, Suite 3, Boise, ID 83702            Phone: (208) 345-3072</p>
	<p><b>Idaho State University Career Center</b>            Contact: Troy Kase            Address: 921 So. 8th Ave., Stop 8108, Pocatello, ID 83209-8108            Phone: (208) 282-2380</p>
	<p><b>Idaho State University Student Opportunity Development</b>            Contact: Liz Knight            Address: 921 So. 8<sup>th</sup> Ave., Stop 8010, Pocatello, ID 83209-8010            Phone: (208) 282-3662</p>
	<p><b>ITT Technical Institute – Boise</b>            Contact: Jeffrey White            Address: 12302 West Explorer Drive, Boise, ID 83713-1529            Phone: (280) 322-8844</p>
	<p><b>KLLP-FM Website (star98radio.com)</b>            Contact:            Address: 1406 Commerce Way, Idaho Falls, ID 83401            Phone: (208) 524-5900</p>
	<p><b>KPKY-FM Website (classicrockidaho.com)</b>            Contact:            Address: 1406 Commerce Way, Idaho Falls, ID 83401            Phone: (208) 524-5900</p>
	<p><b>KID-AM Website (kidnewsradio.com)</b>            Contact:            Address: 1406 Commerce Way, Idaho Falls, ID 83401            Phone: (208) 524-5900</p>
	<p><b>KWFI-FM Website (wolfidaho.com)</b>            Contact:            Address: 1406 Commerce Way, Idaho Falls, ID 83401            Phone: (208) 524-5900</p>
	<p><b>LDS Employment Resource Services</b>            Contact: Scott Brizzee            Address: 837 Park Ave., Idaho Falls, ID 83402            Phone: (208) 523-4880</p>

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	<p><b>Lewis &amp; Clark State College</b>            Contact: Debra Lybyer            Address: 500 8<sup>th</sup> Avenue/ Career Development, Lewiston, ID 83501-2698            Phone: (208) 792-2313</p>
	<p><b>Montana State University – Bozeman</b>            Contact: Chantelle Mahan            Address: 177 Strand Union Building, Bozeman, MT 59717            Phone: (406) 994-5485</p>
	<p><b>NAACP – Pocatello Branch</b>            Contact: Michael Pettaway            Address: PO Box 4192, Pocatello, ID 83205            Phone:</p>
	<p><b>Northwest Nazarene University Career Center</b>            Contact: Janet Dodge            Address: 623 South University Blvd., Nampa, ID 83686            Phone: (208) 467-8767</p>
	<p><b>Ohio/Illinois Center for Broadcasting</b>            Contact: Gary James            Address: 9885 Rockside Road, Suite 160, Cleveland, OH 44125            Phone: (216) 503-5900</p>
	<p><b>Shoshone Bannock Tribes of the Fort Hall Reservation Idaho</b>            Contact: Jessica Hood            Address: PO Box 306 Fort Hall, ID 83203            Phone: 208-478-3856</p>
	<p><b>Stevens-Henager College Idaho Falls</b>            Contact: Jason Batalden            Address: 901 Pier View Drive, Suite 105, Idaho Falls, ID 83402            Phone: (208) 528-7692 ext. 1894</p>
	<p><b>University of Idaho</b>            Contact: Alice Allen            Address: 1784 Science Center Drive, Idaho Falls, ID 83402            Phone: (208) 757-5500</p>
	<p><b>University of Idaho – JAMM</b>            Contact: Glenn Mosley            Address: P.O. Box 443178, Moscow, ID 83844-3178            Phone: (208) 885-6020</p>

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	<p><b>University of Montana Western</b>            Contact: Ryann Schedel            Address: 710 South Atlantic, Dillon, MT 59725            Phone: (406) 683-7135</p>
	<p><b>Utah State University Career Services</b>            Contact: Maleah Christensen            Address: 4305 Old Main Hill, Logan, UT 84322-4305            Phone: (435) 797-7777</p>
	<p><b>Vocational Rehabilitation</b>            Contact: Becca Freeburne            Address: 490 North Maple, Suite B, Blackfoot, ID 83221            Phone: (208) 785-6649</p>
	<p><b>Wyoming Association of Broadcasters (WAB)</b>            Contact: Laura Grott            Address: PO Box 1387, 7217 Hawthorne Dr., Cheyenne, WY 82003            Phone: (307) 632-7622</p>
	<p><a href="http://www.classifiedads.com">www.classifiedads.com</a>            Contact:            Address:            Phone:</p>
	<p><a href="http://www.learn4good.com">www.learn4good.com</a>            Contact:            Address:            Phone:</p>
	<p><a href="http://www.richbroadcasting.com">www.richbroadcasting.com</a>            Contact:            Address: 1406 Commerce Way, Idaho Falls, ID 83401            Phone: (208) 524-5900</p>
	<p><a href="http://www.Indeed.com">www.Indeed.com</a>            Contact:            Address:            Phone:</p>
	<p><b>www.RAB.com</b>            Contact:            Address:            Phone:</p>

## **2024 ANNUAL EEO PUBLIC FILE REPORT**

This Annual Report was placed in each station's public inspection file on 6/ 2/24 and posted on the stations' website, in accordance with FCC's EEO Rules.