

2023 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 1st 2022 through May 31st 2023

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
Marketing Consultant	08/12/2022	11/15/23	Employee-Referral
Digital Marketing Coordinator	08/12/2022		Indeed.com
Digital Marketing Specialist	08/12/2022		Employee-Referral
Marketing Consultant	08/12/2022	05/08/2023	Indeed.com

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Marketing Consultant	08/12/2022	05/08/2023	Indeed.com

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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	
Airtalents.com	
AllAccess.com	
AMFMJobs.com	
Boise State Career Center	
BYU - Idaho CBC Internships & Career Services	1
BYU – Idaho Communications Department	1
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	
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	1
Idaho State University Student Opportunity Development	
Indeed.com	29
ITT Technical Institute – Boise	

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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	
www.classifiedads.com	
www.learn4good.com	
www.richbroadcasting.com – Company Website	
www.RAB.com	
Other Market Referral Source	
Radio Ads	3
Station Websites	
Word of mouth	1
Unknown	
TOTAL INTERVIEWS:	39

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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 0 career/job fairs: During all job fairs, the participants/attendees were encouraged and educated in considering careers in radio broadcasting and internship opportunities.
- 3. Community speaker engagements/ station events** - through the course of the year station personnel engaged in 3 local Chamber of Commerce speaking engagements & group meetings & 2 on college campus meetings with communication students & faculty.
- 4. Employee Training-** Through this year employees have participated in a number of training programs including : 2 Radio Advertising Bureau Sales Essentials Trainings, 4 Certified Digital Marketing Consultant Courses, 2 Radio Marketing Professional Courses, 19 National Sales Fuel/Ad-Mall 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>Airtalents.com Contact: webmaster@airtalents.com Address: Phone:</p>
	<p>All Access Contact: Joel Denver Address: 28955 Pacific Coast Hwy #210-5, Malibu, CA 90265 Phone: (310) 457-6616</p>
	<p>AMFMJobs.com Contact: Address: P.O. Box 4116, Oceanside, CA 92052 Phone:</p>
	<p>Boise State Career Center Contact: Vickie Coale Address: 1910 University Drive, Boise, ID 83725-1310 Phone: (208) 426-1747</p>
	<p>BYU - Idaho CBC Internships & Career Services Contact: Lane Muranaka Address: 269 Smith Building, Rexburg, ID 83440 Phone: (208) 496-2784</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>Careerpage.org Contact: Laura Grott Address: PO Box 1387, 7217 Hawthorne Dr., Cheyenne, WY 82003 Phone: (307) 632-7622</p>
	<p>Casper College Contact: Janet DeVries Address: 125 College Drive GW, Casper, WY 82601 Phone: (307) 268-2662</p>

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

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

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	<p>Lewis & Clark State College Contact: Debra Lybyer Address: 500 8th Avenue/ Career Development, Lewiston, ID 83501-2698 Phone: (208) 792-2313</p>
	<p>Montana State University – Bozeman Contact: Chantelle Mahan Address: 177 Strand Union Building, Bozeman, MT 59717 Phone: (406) 994-5485</p>
	<p>NAACP – Pocatello Branch Contact: Michael Pettaway Address: PO Box 4192, Pocatello, ID 83205 Phone:</p>
	<p>Northwest Nazarene University Career Center Contact: Janet Dodge Address: 623 South University Blvd., Nampa, ID 83686 Phone: (208) 467-8767</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>Shoshone Bannock Tribes of the Fort Hall Reservation Idaho Contact: Jessica Hood Address: PO Box 306 Fort Hall, ID 83203 Phone: 208-478-3856</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>University of Idaho Contact: Alice Allen Address: 1784 Science Center Drive, Idaho Falls, ID 83402 Phone: (208) 757-5500</p>
	<p>University of Idaho – JAMM Contact: Glenn Mosley Address: P.O. Box 443178, Moscow, ID 83844-3178 Phone: (208) 885-6020</p>

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	<p>University of Montana Western Contact: Ryann Schedel Address: 710 South Atlantic, Dillon, MT 59725 Phone: (406) 683-7135</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>Vocational Rehabilitation Contact: Becca Freeburne Address: 490 North Maple, Suite B, Blackfoot, ID 83221 Phone: (208) 785-6649</p>
	<p>Wyoming Association of Broadcasters (WAB) Contact: Laura Grott Address: PO Box 1387, 7217 Hawthorne Dr., Cheyenne, WY 82003 Phone: (307) 632-7622</p>
	<p>www.classifiedads.com Contact: Address: Phone:</p>
	<p>www.learn4good.com Contact: Address: Phone:</p>
	<p>www.richbroadcasting.com Contact: Address: 1406 Commerce Way, Idaho Falls, ID 83401 Phone: (208) 524-5900</p>
	<p>www.Indeed.com Contact: Address: Phone:</p>
	<p>www.RAB.com Contact: Address: Phone:</p>

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This Annual Report was placed in each station's public inspection file on _5/30/23
___ and posted on the stations' website, in accordance with FCC's EEO Rules.