

LEE FAMILY BROADCASTING, INC.
KZDX-FM, KKMV-FM, KEDJ-FM, KXTA-FM, KART-AM, KBAR-AM, KXTA-AM, K248BZ, K234CT
EEO PUBLIC FILE REPORT
June 1st, 2016 – May 31st, 2017

I. VACANCY LIST

JOB TITLE	RECRUITMENT SOURCES (RS) USED TO FILL VACANCY	RS REFERRING HIREE
Chief Engineer	15-18, 21	21
Assistant Program Director / Afternoon Host	15-19, 21-22	22
Director of Digital & Social Media	15-19, 21-22	21

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II. MASTER RECRUITMENT SOURCE LIST

RS NUMBER	RS INFORMATION	SOURCE ENTITLED TO VACANCY NOTIFICATION? (YES/NO)	NO. OF INTERVIEWEES REFERRED BY RS OVER 12-MONTH PERIOD
1	Idaho Department Of Labor ATTN: Employment Specialist PO BOX 5129, Twin Falls, Idaho 83303 (208) 735-2500 Ext. 3653 www.labor.idaho.gov	YES	0
2	Idaho Department Of Labor 127 W. 5 th Street N. Burley, ID 83318 (208) 678-5518	YES	0
3	Center For New Directions ATTN: Kate Woods PO Box 1238 Twin Falls, ID 83303 (208) 732-6680	YES	0
4	College Of Southern Idaho Latinos Unidos PO Box 1238 Twin Falls, Idaho 83303	YES	0
5	Community Council Of Idaho 406 Gardner Twin Falls, Idaho 83301 (208) 734-3336	YES	0
6	Idaho State Broadcasters Association ATTN: Connie Searles 1674 Hill Road Suite 3 Boise, Idaho 83702	YES	0
7	Boise State University Career Center 1173 University Drive Boise, Idaho 83701 (208) 426-1747 http://career.boisestate.edu	YES	0
8	ISU Career Center ATTN: Tara Ridgeway 921 S. 8 th Stop 8108 Pocatello, ID 83209 (208) 282-2380 ridtara@isu.edu	YES	0
9	LDSJobs.Org 726 Cheney Drive Twin Falls, Idaho 83301 www.ldsjobs.org	YES	0
10	College Of Southern Idaho Career Placement Nina Schwarz P.O. Box 1238 Twin Falls, Idaho 83303 nschwarz@csi.edu (208) 732-6273	YES	0
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11	College Of Southern Idaho International & Multicultural Students Club Kim Prestwich P.O. Box 1238 Twin Falls, Idaho 83303	YES	0
12	Idaho Migrant Council 406 Gardner Twin Falls, Idaho 83301 (208) 734-3336	YES	0
13	Idaho State Broadcasters Association Connie Searles 1674 Hill Road #3 Boise, Idaho 83702-0958	YES	0
14	Idaho Commission on Hispanic Affairs Lymaris Blackmon 304 W. Jefferson Street #235 Boise, Idaho 83720 (208) 334-3776	YES	0
15	Station Websites www.club975.com www.hot100now.com www.1031theedge.com www.kat106.com www.947buckfm.com www.991laperrona.com	YES	4
16	On Air Announcements	NO	7
17	www.allaccess.com	YES	16
18	www.radio-online.com	YES	3
19	Employee Referral	NO	1
20	Non-Employee Referral	NO	0
21	Walk-in Applicant	NO	2
22	Internal Promotion – Employee	NO	1

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Twin Falls Western Days Celebration	<p>Lee Family Broadcasting participated in the Twin Falls Western Days Celebration June 3rd, 4th and 5th. During the parade and at the festival that followed, Lee Family Broadcasting staff made community announcements and were available to answer questions about jobs and internships available to community members. The event was staffed in shifts, and each member of the programming staff made themselves available at one point for questions and comments regarding their position at the SEU, what the job entailed, and how one would prepare and apply for a similar or future vacancy.</p>
2	Establish an Internship Program	<p>Lee Family Broadcasting, Inc. encouraged area high schools as well as the College Of Southern Idaho to send its students through our internship programs available. We send out a letter of encouragement and an e-mail to school contacts about our internship programs semi-annually.</p> <p>Interns during the reporting period spent time with the Operations Manager on KZDX-FM and the Morning Show Host on KEDJ-FM learning skills and responsibilities of the job, the educational avenues they should pursue to better prepare themselves for a career in broadcasting, and at the end were given a final project to complete that proved to both SEU's supervisors and school administrators that students received a vast knowledge of broadcasting while studying with our employees.</p> <p>Lee Family Broadcasting, Inc. offers internships for both high school and/or college credit, and for those not wishing to obtain school credit, but rather on-the-job experience. Several internships have turned into part-time hires, and qualified and available part-time staff members are always considered when filling full time vacancies.</p>
3	Hosted Event/Program Sponsored by Educational Institution	<p>On September 23rd, KZDX-FM, KKMV-FM, KEDJ-FM, K248BZ, K234CT and KART-AM hosted an on-air fund drive for Magic Valley Rehabilitation Services. During the event, listeners were encouraged to donate to MVRS, an organization that assists those with disabilities find employment in Southern Idaho. During the broadcasts, the SEU also shared information of job vacancies within its employment unit and how one – with OR without a disability – could apply for those vacancies. All on-air staff made themselves available throughout the event to answer questions from listeners about pursuing a career in radio.</p>
4	Career On Wheels Day	<p>On May 17th, the KKMV-FM Morning Show Host, Director of Digital Sales & Social Media and K248BZ Assistant Program Director put on a demonstration for hundreds of 5th graders at the College Of Southern Idaho Expo Center. During the presentation, the children were informed of educational prerequisites for entering into the broadcasting career field, areas of study they should focus on while in grade, middle, and high school, and average salaries for those working in radio.</p>
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5	On Air Announcements	The SEU periodically airs Public Service Announcements that encourage interested parties to submit their resume for employment consideration. Furthermore, when there is a vacancy, the SEU airs a Public Service Announcement specific to said vacancy and includes detailed information on skills and experience required, and how applicants go about submitting their resume and application for employment consideration.
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