

ANNUAL EEO PUBLIC FILE REPORT

For the period beginning June 1, 2023 and ending May 31, 2024

This report is not required if unit has fewer than five full-time employees.

This report consists of:

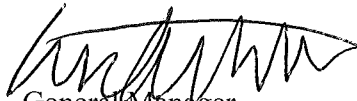
Part 1: Station Information

Part 2: Recruitment sources/interviewees for each full-time vacancy

Part 3: Recruitment Initiatives

Preparer: William Fuerst

Signature:



Title:

General Manager

Date: May 31, 2024

Telephone: (208) 523-3722

This report, which usually covers the prior 12-month period, is to be placed in each station's public file and web site every year on the anniversary of the due date of the station's renewal application.

PART 1

This report covers the following employment units:

<u>CALL SIGN</u>	<u>AM/FM</u>	<u>FACILITY ID#</u>	<u>COMMUNITY OF LICENSE</u>	<u>STATE</u>	<u>LMA</u>
KLCE	FM	71772	Blackfoot	ID	No
KCVI	FM	71785	Blackfoot	ID	No
KNBL	AM	71775	Idaho Falls	ID	No
KTHK	FM	33447	Idaho Falls	ID	No
KFTZ	FM	18116	Idaho Falls	ID	No
KEII	AM	71780	Blackfoot	ID	No

Attached is information concerning the recruitment efforts undertaken by the employment unit to fill the full-time vacancies during the period covered by this report.

A total of 6 full-time vacancies were filled by the employment unit.

A total number 27 of persons were interviewed for all the full-time vacancies.

EEO Public File Report

Employment Unit Covered:

KLCE(FM), KFTZ(FM), KCVI(FM), KTHK(FM), KNBL(AM), KEII(AM)

Reporting Period

June 1, 2023 – May 31, 2024

Full time vacancies filled during reporting period and recruitment/referral sources used to seek candidates for each vacancy:

Job Title of FT Vacancy	Date Filled	Hire Source	Recruitment Sources
Marketing Consultant	Sep. 11, 2023	HireEastIdaho.com	See recruitment source list below.
Marketing Consultant	Nov. 13, 2023	HireEastIdaho.com	See recruitment source list below.
Brand Ambassador KCVI / KNBL	April 10, 2024	eiadio.com (Riverbend Comm. website)	See recruitment source list below.
Brand Ambassador KFTZ	April 10, 2024	eiradio.com (Riverbend Comm. website)	See recruitment source list below.
Operations Assistant	May 13, 2024	Handshake	See recruitment source list below.
Marketing Consultant	May 13, 2024	eiradio.com (Riverbend Comm. website)	See recruitment source list below.

Total Number of Interviewees for Full-Time Vacancies Filled During Reporting Period Per Recruitment Sources

<u>Recruitment Source</u>	<u>Number of Interviewees</u>
HireEastIdaho.com	9
Indeed	3
eiradio.com – Riverbend Communications website	12
Handshake	2
LinkedIn	1

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 1

Activity: Ririe High School Broadcasting I Class Tour

Date: November 9, 2023

Preparer: Andrea Smith

Host/Sponsor of Activity: Riverbend Communications

Participating Station Personnel: Bill Fuerst, General Manager; Jay Miller, VP of Sales; Jade Clapp, Operations Manager; Josh Tielor, PD KLCE/KFTZ; Viktor Wilt, Music Director

Description of activity and scope of station participation:

The Broadcasting I class from Ririe High School visited the studio to learn about the radio industry. Our staff taught them about advertising, audio production, roles of company staff, purposes of equipment, and how the studio works. Each participating staff member spoke to the class about their role and answered questions.

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 2

Activity: District 91 Career Fair

Date: January 30, 2024

Preparer: Andrea Smith

Host/Sponsor of Activity: Idaho Falls School District 91

Participating Station Personnel: Jay Miller, VP of Sales; Jade Clapp, Operations Manager; Josh Tielor, PD KLCE/KFTZ; Katie Lee, DJ KTHK; Justin Pierce, PD KTHK; Brenden Peach, DJ KCVI; Viktor Wilt, Music Director

Description of activity and scope of station participation:

This was a large career exploration fair hosted by the Idaho Falls School District for high school students to meet and discuss career options and choices. Our staff participated in both the morning and afternoon sessions.

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 3

Activity: Emerson Alternative High School Senior Project

Date: January 31, 2024

Preparer: Josh Tielor

Host/Sponsor of Activity: Emerson Alternative High School

Participating Station Personnel: Josh Tielor, PD KLCE/KFTZ

Description of activity and scope of station participation:

Josh Tielor participated as a judge for high school senior project presentations, which were all job-shadowing experiences by three different graduating seniors. Josh provided critique and feedback on the projects which are required for high school graduation.

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 4

Activity: Brigham Young University-Idaho

Date: February 21, 2024

Preparer: Katie Lee

Host/Sponsor of Activity: Brigham Young University-Idaho

Participating Station Personnel: Katie Lee, DJ KTHK

Description of activity and scope of station participation:

Katie Lee was asked to speak to classes in the Communications department at BYU-I about radio broadcasting and steps to take to pursue a career in broadcasting. She spoke to classes from 9:30 – 11:00 a.m.

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 5

Activity: Idaho State University Career Fair

Date: February 28, 2024

Preparer: Andrea Smith

Host/Sponsor of Activity: Idaho State University

Participating Station Personnel: Jay Miller, VP of Sales; Jade Clapp, Operations Manager

Description of activity and scope of station participation:

This is a large recruiting and career fair hosted by Idaho State University. Our staff hosted a booth at the fair and spoke to students about careers in communications and broadcasting.

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 6

Activity: Mountain Valley Elementary School Read Across America

Date: March 1, 2024

Preparer: Josh Tielor

Host/Sponsor of Activity: Mountain Valley Elementary School

Participating Station Personnel: Josh Tielor, PD KLCE/KFTZ; Chantel Tielor, Co-host of the Morning Show on KLCE

Description of activity and scope of station participation:

Josh and Chantel visited sixth grade classes and the library at Mountain Valley Elementary School to help them kick off Read Across America and talk to students about what their jobs involve on the radio.

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 7

Activity: Mountain Valley Elementary School

Date: March 1, 2024

Preparer: Viktor Wilt

Host/Sponsor of Activity: Mountain Valley Elementary School

Participating Station Personnel: Viktor Wilt, Music Director; Brenden Peach, DJ KCVI

Description of activity and scope of station participation:

Viktor Wilt and Brenden Peach were invited to visit Ms. Wilkins third grade class to speak to them about the importance of reading, education and the various types of jobs there are at radio stations.

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 8

Activity: Ririe High School Broadcasting I Class Tour

Date: May 7, 2024

Preparer: Andrea Smith

Host/Sponsor of Activity: Riverbend Communications

Participating Station Personnel: Bill Fuerst, General Manager; Jay Miller, VP of Sales; Jade Clapp, Operations Manager; Josh Tielor, PD KLCE/KFTZ; Viktor Wilt, Music Director

Description of activity and scope of station participation:

The Broadcasting I class from Ririe High School visited the studio to learn about the radio industry. Our staff taught them about advertising, audio production, roles of company staff, purposes of equipment, and how the studio works. Each participating staff member spoke to the class about their job and answered questions.

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 9

Activity: American Heritage Charter School Tour Group

Date: May 9, 2024

Preparer: Jade Clapp

Host/Sponsor of Activity: Riverbend Communications / American Heritage Charter School

Participating Station Personnel: Jay Miller, VP of Sales; Jade Clapp, Operations Manager; Josh Tielor, Brand Ambassador KLCE; Viktor Wilt, Music Director; Justin Pierce, Brand Ambassador KTHK

Description of activity and scope of station participation:

Our stations hosted a group of students from American Heritage Charter School to talk to them about various careers in radio broadcasting and give them a tour of our facility. Each of our participating staff spoke to the group and answered questions before leading them through the studios and our offices.

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 10

Activity: Hire East Idaho website - hireeastidaho.com

Date: June 1, 2023 – May 31, 2024

Preparer: Andrea Smith

Host/Sponsor of Activity: Riverbend Communications

Participating Station Personnel: Bill Fuerst, GM and Jay Miller, VP of Sales

Description of activity and scope of station participation:

Riverbend Communications created and hosts a job recruitment website for the free use of all businesses in the region, including other broadcasters, as a hiring tool. The Riverbend Communications radio stations support this effort through on-air announcements for the site. Riverbend Communications monitors the job listings and confirms that they are for true local companies from our region and that content meets suitable requirements.

Outreach List and Recruitment Sources

All Access Music Group	allaccess.com 28955 Pacific Coast Hwy., Ste. 210-5 Malibu Coast Hwy., CA 90265	(310) 457-6616
Boise State University	handshake.com career@boisestate.edu	(208) 426-1747
BYU Idaho Career Placement & Internships	handshake.com careernavigator@byui.edu	(208) 496-2831
HireEastIdaho.com	hireeastidaho.com	no phone # available
Idaho State University	handshake.com careers@isu.edu 921 S. 8 th Stop 8108 Pocatello, ID 83209	(208) 282-2380
Idaho Department of Labor / Job Service of Idaho Falls	Kimberley Johnson kimberley.johnson@labor.idaho.gov	(208) 557-2500
Indeed.com	Karen Ellis, Representative	(650) 528-2423
LinkedIn.com	LinkedIn.com	no phone # available
Riverbend Communications	Radio ads on our stations and postings on our website: eiradio.com	(208) 523-3722

Riverbend Communications	Job postings on our station websites klce.com 1055thehawk.com z103.fm kbear.fm cannonball101.com	(208) 523-3722
University of Idaho	handshake.com info@uidaho.edu	(208) 885-6111
Utah State University	handshake.com careerdesigncenter@usu.edu	(435)-797-7777