



ANNUAL EEO PUBLIC FILE REPORT

For the period beginning June 1, 2025 and ending May 31, 2026


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

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Signature: 
Title: General Manager
Date: May 31, 2026
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

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 4 full-time vacancies were filled by the employment unit.

A total number 24 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, 2025 – May 31, 2026

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
Front Desk/Traffic Assistant	July 1, 2025	Indeed	See recruitment source list below.
Operations Assistant	Aug. 11, 2025	Riverbend website	See recruitment source list below.
Web Developer/IT Assistant	Oct. 16, 2025	Indeed	See recruitment source list below.
Marketing Consultant	Feb. 16, 2026	HireEastIdaho.com	See recruitment source list below.

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

Recruitment Source	Number of Interviewees
Indeed	12
Riverbend Media Group website	11
HireEastIdaho.com	1

PART 3
SUPPLEMENTAL RECRUITMENT INITIATIVES
ACTIVITY 1

Activity: Hawthorne Middle School Visit

Date: August 28, 2025

Preparer: Justin Pierce

Host/Sponsor of Activity: Hawthorne Middle School Visit

Participating Station Personnel: Justin Piece, Brand Manager KTHK; Madison Kidd, Marketing Assistant

Description of activity and scope of station participation:

Justin and Madison were guest hosts with the Hawk truck at Hawthorne Middle School for their back-to-school event to encourage student's interest in broadcasting careers.

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 2

Activity: Brigham Young University – Idaho Career Fair

Date: October 16, 2025

Preparer: Andrea Smith

Host/Sponsor of Activity: Brigham Young University - Idaho

Participating Station Personnel: Daniel Kemer, Marketing Consultant; Katie Eldredge, Brand Manager KFTZ; Madison Kidd, Marketing Assistant

Description of activity and scope of station participation:

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

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 3

Activity: American Heritage Charter School

Date: October 16, 2025

Preparer: Josh Tielor

Host/Sponsor of Activity: American Heritage Charter School

Participating Station Personnel: Josh Tielor, Brand Manager KLCE

Description of activity and scope of station participation:

Josh was a guest speaker at American Heritage Charter School for the 9th – 12th grade classes about his radio career, specifically how he pursued his passions, adjusted to challenges along the way, set goals, where he is now, and answered questions about his current job on KLCE.

PART 3
SUPPLEMENTAL RECRUITMENT INITIATIVES
ACTIVITY 4

Activity: Business Professionals of America Regional Leadership Conference

Date: November 23, 2025

Preparer: Madison Kidd

Host/Sponsor of Activity: Business Professionals of America

Participating Station Personnel: Madison Kidd, Marketing Assistant

Description of activity and scope of station participation:

This was an event hosted by the high school chapters of Business Professionals of America where students compete in different events and receive feedback related to their future career path. It was held on the campus of Idaho State University and Madison Kidd participated as a judge for audio and media production careers. The participating high school chapters were Skyline High School, Firth High School, Thunder Ridge High School, Hillcrest High School, Blackfoot High School, Shelley High School, Idaho Falls High School, and Compass Academy.

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY 5

Activity: Elevate Academy East Idaho

Date: December 17, 2025

Preparer: Daniel Kemer

Host/Sponsor of Activity: Elevate Academy East Idaho

Participating Station Personnel: Daniel Kemer, Marketing Consultant

Description of activity and scope of station participation:

Daniel taught students about marketing and broadcast advertising and gave advice about the students' high school marketing projects and clients they are working on.

PART 3
SUPPLEMENTAL RECRUITMENT INITIATIVES
ACTIVITY 6

Activity: Elevate Academy East Idaho

Date: January 15, 2026

Preparer: Daniel Kemer

Host/Sponsor of Activity: Elevate Academy East Idaho

Participating Station Personnel: Daniel Kemer, Marketing Consultant

Description of activity and scope of station participation:

Daniel talked to high school students about his career and what he does to discuss a client's marketing needs and come up with creative ideas for their advertising, specifically in broadcast media.

PART 3
SUPPLEMENTAL RECRUITMENT INITIATIVES
ACTIVITY 7

Activity: Idaho State University Career Fair

Date: February 25, 2026

Preparer: Andrea Smith

Host/Sponsor of Activity: Idaho State University

Participating Station Personnel: Jade Clapp, Operations Manager; Daniel Kemer, Marketing Consultant

Description of activity and scope of station participation:

This is a large career fair for college students, hosted by Idaho State University. Jade Clapp and Daniel Kemer hosted a booth and spoke to students about careers in broadcasting.

PART 3
SUPPLEMENTAL RECRUITMENT INITIATIVES
ACTIVITY 8

Activity: Hire East Idaho website - hireeastidaho.com

Date: June 1, 2025 – May 31, 2026

Preparer: Andrea Smith

Host/Sponsor of Activity: Riverbend Communications

Participating Station Personnel: Kevin O’Rorke, General Manager; Jade Clapp, Operations Manager; Andrea Smith, Dir. of Compliance & A.P.; Melissa Greenhalgh, Sales Assistant; Star Griggs, Graphics Dir. & A.R.

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. Riverbend Communications monitors the job listings and confirms that they are for true local companies from our region and that content meets suitable requirements.

List of Recruitment Sources

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	(208) 523-3722
Idaho State University	handshake.com careers@isu.edu 921 S. 8 th Stop 8108 Pocatello, ID 83209	(208) 282-2380
Indeed.com	Karen Ellis, Representative Indeed.com	(650) 528-2423
LinkedIn.com	LinkedIn.com	no phone # available
Riverbend Communications	Radio ads on our stations	(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

Weber State University

handshake.com
careerservices@weber.edu

(801) 626-6393