ILIAD MEDIA TWIN FALLS, LLC

ANNUAL EEO PUBLIC FILE REPORT
(June 1, 2018 – May 31, 2019)

The purpose of this EEO Public File Report (the "Report") is to comply with Section 73.2080 (C) (6) of the FCC's 2002 EEO Rule. The Report is required to be placed in the public inspection files of the stations and on station's websites (if applicable). Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KTPZ-FM, KIRQ-FM, KYUN-FM, KYUN-F2, KYUN-F3, KIKX-FM.

The information contained in the EEO Public File Report covers the period from June 1, 2018 to May 31, 2019. The FCC's 2002 EEO Rule Requires that this EEO Public File Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;

2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including if applicable, organizations entitled to notification pursuant to Section 73.2080 (c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person, telephone number, fax number and email address (if applicable);

3. The recruitment source that referred the hire for each full-time vacancy during the applicable period.

4. Data reflecting the total number of persons interviewed for full-time vacancies during the applicable period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and

5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC Rules.

Sections 1, 2 and 3 provide the required information. Please note that the numbers listed on Section 2 under the column entitled "Full-Time Positions for which this Source Was Utilized" refer to the number of the full-time job positions listed on Section 1. As required by Section 73.2080 of the Commission's Rules, the station has participated in recruitment activities to ensure broad outreach. A list and brief description of the initiatives undertaken is described in Section 3.

FULL-TIME VACANCIES AND CONTACT LISTS

Programming/On-air 02/25/19-03/25/19

Name of Organization	Address/Phone	Email/Contact	Website	Interviewed	Hired	Posted
Idaho State Broadcasters Association	Online only		http://www.idahobroadcasters.org/			25-Feb
Idaho Department of Labor	317 W. Main St. Boise, ID 83735 208-332-3570		idahoworks.gov			25-Feb
Idaho State University	Online Only		https://my.isu.edu/job-board			25-Feb
LDS Employment Resource Services	50 E. North Temple St, Salt Lake City, UT 84150		https://www.ldsjobs.org/			25-Feb
College of Southern Idaho	Box 1238 Twin Falls (208) 732-6306		https://careers.csi.edu/eaglejobs/createjob.asp			25-Feb
Hire Heroes USA, Mission 43 Initiative	208-424-2635 984-789-7633		www.hireheroesusa.org/Idaho/			25-Feb
Commission of Hispanic Affairs	5460 W. Franklin Rd. Boise, ID 83705		http://icha.idaho.gov/			25-Feb
Referral				2	1	
Craigslist.com (Twin Falls)	Online Only		http://boise.craigslist.org/			25-Feb
American Broadcasting School	Online Only					25-Feb
Personally delived to Office						
Community Council of Idaho	(208) 734-3336 406 Gardner Avenue, Twin Falls					25-Feb
Magic Valley Helpwanted	Online only		https://regionalhelpwanted.com/twin-falls-idaho-jobs/			25-Feb

Grand Total Number of Applicants Interviewed: **3**

OUTREACH INITIATIVES UNDERTAKEN PURSUANT TO SECTION 73.2080(c)(2)

<u>OUTREACH INITIATIVES</u>

#1

Activity: **Management Personnel Training on EEO**
Date of Activity: April 25, 2019
Employees: All employees in Managerial Positions
Host: Iliad Media Twin Falls, LLC
Brief Description: Management received a comprehensive training program in EEO which covered State, Federal and FCC laws and regulations regarding EEO, Harassment, Hiring, Termination, and Discrimination.

#2

Activity: **Disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.**

Date of Activity: 02/05/19-03/16/19

Host: Joey Bravo

Brief Description: CSI (College of Southern Idaho) student job shadowed KTPZ-FM (Music Monster) host. Learned about the use of the following programming software: WideOrbit, Audiofinder, Playlist Editor, and Music Master. Host explained how they are beneficial in on-air broadcasting and programming of the station. Student was informed as to the skills required to obtain a career in radio.

#3

Activity: **Mentoring Program for Employees**

Brief Description: Our Managers select one employee to Mentor in order to "Train their Replacement." A formal agreement is signed in each case. Many times, this has led to a promotion and higher pay. This has created a culture where all employees are "Training their Replacements."

OUTREACH INITIATIVES

#4

Activity: **Training provided to help employees qualify for higher positions**
Date of Activity: 06/15/18 – 7/19/19
Brief Description: Employee received FCC training online through the SBE (Society of Broadcast Engineers). This training was designed to expand existing knowledge of FFC regulations for the radio group to remain in compliance with such.

#5

Activity: **Disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.**

Date of Activity: Ongoing

Brief Description: Quarterly Facebook posts on each individual station Facebook page and Company's Facebook page to inform organizations who provide information regarding opening positions that they can be added to Iliad Media Twin Falls job posting distribution list.

OUTREACH INITIATIVES

#6

Activity: **Disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.**

Date of Activity: Ongoing

Brief Description: On air and Promotional staff provides applications and information about the requirements to obtain a job in Radio at various Community Events. Often, job applications are available upon request.