

EEO Public File Report

A. *Employment Unit Covered:*  
KZDX-FM, KKMV-FM, KBAR-AM, KFTA-AM

B. *Reporting Period:*  
June 1<sup>st</sup>, 2008 – May 31<sup>st</sup>, 2009

C. *Fulltime Vacancies Filled During Period:*

<u>JOB TITLE</u>	<u>DATE FILLED</u>	<u># OF POSITIONS</u>
KZDX AFTERNOON DRIVE HOST	JULY 10 <sup>TH</sup> , 2008	1
SALES ACCOUNT EXECUTIVE	SEPTEMBER 1 <sup>ST</sup> , 2008	1
SALES ACCOUNT EXECUTIVE	DECEMBER 1 <sup>ST</sup> , 2008	1
SALES ACCOUNT EXECUTIVE	JANUARY 2 <sup>ND</sup> , 2009	1
KZDX MORNING SHOW CO-HOST	FEBRUARY 26 <sup>TH</sup> , 2009	1
SALES MANAGER	APRIL 6 <sup>TH</sup> , 2009	1
KZDX MORNING SHOW HOST	APRIL 20 <sup>TH</sup> , 2009	1
KZDX MORNING SHOW CO-HOST	APRIL 20 <sup>TH</sup> , 2009	1

D. *Recruitment/Referral Sources Used To Seek Candidates For Each Vacancy*

<u>JOB TITLE</u>	<u>DATE FILLED</u>	<u>HIRE SOURCE</u>	<u>RECRUITMENT SOURCE</u>
KZDX AFTERNOON DRIVE HOST	07/10/2008	Employee Referral	See Rec. Source List
SALES ACCOUNT EXECUTIVE	09/01/2008	Internal Promotion	See Rec. Source List
SALES ACCOUNT EXECUTIVE	12/01/2008	Employee Referral	See Rec. Source List
SALES ACCOUNT EXECUTIVE	01/02/2009	Walk-In Applicant	See Rec. Source List
KZDX MORNING SHOW CO-HOST	02/26/2009	Walk-In Applicant	See Rec. Source List
SALES MANAGER	04/06/2009	Walk-In Applicant	See Rec. Source List
KZDX MORNING SHOW HOST	04/20/2009	Walk-In Applicant	See Rec. Source List
KZDX MORNING SHOW CO-HOST	04/20/2009	Walk-In Applicant	See Rec. Source List

E. *Total Number Of Persons Interviewed For All Fulltime Vacancies: 18*

F. *Total Number Of Interviewees For All Fulltime Positions By Referral Source*

<u>RECRUITMENT SOURCE</u>	<u>NUMBER OF INTERVIEWEES</u>
AllAccess.com	1
Radio And Records	1
Job Service	1
On-Air Commercial	5
Walk-In Applicant	10

### *G. Performance Initiatives*

Lee Family Broadcasting provides an internship program for students enrolled in high school or college, who seek general knowledge in the broadcasting industry. This program allows students a chance to come to a greater understanding of the industry during their normal class time. This program has lead us to hire a few interns as part-time employees.

### *H. Referral Source List*

1. Job Service of Idaho – 711 N. College – Twin Falls, ID 83301 – 208-735-2500
2. Job Service of Idaho – 127 W. 5 N. – Burley, ID 83318 – 208-678-5518
3. AllAccess – [www.allaccess.com](http://www.allaccess.com)
4. Radio And Records – [www.radioandrecords.com](http://www.radioandrecords.com)
5. On-Air Announcements on KZDX, KKMV, KBAR, and KFTA

### Narrative Statement

#### Lee Family Broadcasting, Inc.

Lee Family Broadcasting, Inc. has taken several steps over the last twelve months to achieve a broad and inclusive outreach in our small market. The population of Burley is approximately 9,000, and that of Rupert is approximately 6,000. Twin Falls is approximately 45,000. These numbers boldly reflect a small market.

As evident from our public file report, we have used a combination of recruitment methods in finding candidates for our position openings – from on-air announcements, to classified ads, a broad use of Internet websites, employment agencies, and our intern program with local school districts. We feel our efforts are effective in accomplishing an appropriate outreach to the local communities we serve.