

**KBOI (AM), KTIK (AM), KQFC (FM), KKGL (FM),
KIZN (FM) and KTIK (FM)
EEO PUBLIC FILE REPORT
June 1, 2019 – May 31, 2020¹**

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive -KBOI, KQFC, KKGL, KIZN, KTIK	1, 4, 9-18, 20-23, 26, 28-31	26
News Reporter - KBOI	2, 4-5, 7, 9-18, 22, 26-31	7
Program Director; Morning On-Air Host - KIZN	2-5, 7, 9-18, 22, 26, 28-31	4
Program Director - KQFC	3-5, 9-18, 22, 26, 28-31	3
Account Executive - KBOI, KQFC, KKGL, KIZN, KTIK	1, 4-10, 14-16, 18-19, 28-31	1
Account Executive - KBOI, KQFC, KKGL, KIZN, KTIK	1, 4-10, 14-16, 18-19, 28-31	4

¹ This Report was revised in May 2021 to address reporting issues.

**KBOI (AM), KTIK (AM), KQFC (FM), KKGL (FM),
KIZN (FM) and KTIK (FM)
EEO PUBLIC FILE REPORT
June 1, 2019– May 31, 2020**

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Idaho Business League Career Fair Contact: Anne Marie Aldinger P. O. Box 536 Boise, ID 83701 PH: (208) 323-4464	No	1
2	On-Air Announcements (<i>one or more SEU stations</i>)	No	0
3	All Access Music Group Website Contact: Joel Denver www.allaccess.com	No	1
4	Cumulus Media Website www.cumulusmedia.jobs.net	No	6
5	Indeed www.indeed.com	No	5
6	Facebook www.facebook.com (<i>one or more SEU's page</i>)	No	0
7	Word-of-Mouth Referral	No	1
8	The College of Idaho Contact: Sean Crenshaw 2112 Cleveland Boulevard Caldwell, ID 83605 PH: (208) 459-5011 Fax: (208) 459-5849	No	0
9	College of Southern Idaho Contact: Kate Woods P.O. Box 1238 Twin Falls, Idaho 83605 PH: (208) 732-6303	No	0
10	Community Council of Idaho Contact: Raquel Reyes 317 Happy Day Road Caldwell, Idaho 83605 PH: (208) 454-1652 Fax: (208) 459-0416	No	0
11	Idaho State Broadcaster Online www.careerpage.org	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Idaho Dept. of Labor – Veterans Representative Contact: Matt Bennett 317 West Main Street, 1 st Floor, East Boise, Idaho 83735 PH: (208) 334-6222 ext. 4327 FAX: (208) 334-6222	No	0
13	Idaho Dept. of Labor Contact: Grant Gibson 317 West Main Street, 1 st Floor, East Boise, Idaho 83735 PH: (208) 334-6222 ext. 4327 FAX: (208) 334-6222	No	0
14	Idaho Human Rights Center 777 South 8 th Street Boise, Idaho 83702 PH: (20) 345-0304 FAX: (208) 433-1221	No	0
15	Idaho State University 921 South 8 th Avenue Pocatello, Idaho 83209 PH: (208) 282-0211	No	0
16	League of Women Voters of Idaho P.O. Box 9827 Moscow, Idaho 83843 www.iwvid.org	No	0
17	NAACP Treasure Valley Branch Contact: Mary Troy P.O. Box 8436 Boise, Idaho 83707 PH: (208) 395-8300 ext. 57 FAX: (208) 395-8333	No	0
18	University of Idaho – Boise 322 East Front Street Boise, Idaho 83712 Email: boise@uidaho.edu	No	0
19	Boise State University Career Center Contact: Vickie Coale 1910 University Drive Boise, ID 83725 PH: (208) 426-1747	No	0
20	Stevens-Henager College – Boise Branch 1444 S. Entertainment Ave. Boise, Idaho 83709 PH: (208) 336-7671	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Stevens-Henager College – Nampa Branch 16819 N. Marketplace BLVD. Nampa, Idaho 83687 (208) 466-2251	No	0
22	LinkedIn www.linkedin.com	No	0
23	Treasure Valley Community College – Caldwell Center 205 S. 6 th Ave. Caldwell, Idaho 83605 (208) 454-9911	No	0
24	Country Aircheck www.countryaircheck.com/jobboardmain	No	0
25	Walk-In/Self-Referral	No	0
26	Employee Referral	No	1
27	Traffic Directors Guild of America www.tdga.org	No	0
28	Glassdoor www.glassdoor.com	No	0
29	LinkUp www.linkup.com	No	0
30	ZipRecruiter www.ziprecruiter.com	No	0
31	Monster www.monster.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			15

**KBOI (AM), KTIK (AM), KQFC (FM), KKGL (FM),
KIZN (FM) and KTIK (FM)
EEO PUBLIC FILE REPORT
June 1, 2019 – May 31, 2020**

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in event/program sponsored by or on behalf of a community organization relating to careers in broadcasting	On January 27, 2020, our KTIK(AM)/-FM Program Director participated in the 3 rd Annual Bronco Connect event, which attracted 150 student athletes. The event was held at Albertson's Corporate Headquarters in Boise. The students were divided into groups to learn about local industries, meet business professionals, and gain insight about future career options. Our Program Director spoke with students about the radio broadcasting aspects of sporting events and employment opportunities within the industry as well as with our SEU.
2	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On January 31, 2020, our KIZN-FM Morning Co-Host attended an 8 th grade career fair at Freemont Middle School in Kuna, ID. The students had an activity sheet that included questions about the radio industry, to which our Morning Co-Host responded. She also demonstrated how to record and edit a piece of audio, which was a big hit.
3	Participate in Job Fair	On November 14, 2019, our SEU participated in the Idaho Business League's career fair, which was held at the Courtyard by Marriott in Meridian, ID. As the media sponsor of this event, all SEU stations promoted this career fair over the air. Our Sales Manager attended the Fair and spoke with interested attendees about career opportunities in radio, with an emphasis on sales, as well as job openings within the SEU.
4	Participate in Job Fair	On January 9, 2020, our SEU participated in the Idaho Business League's job fair, which took place at the Courtyard by Marriott in Meridian, ID. As a media sponsor of this event, all SEU stations promoted this job fair over the air. SEU participants included our Sales Manager and Promotions Assistant, who spoke with interested attendees about career opportunities in radio, with an emphasis on sales, as well as job openings within the SEU.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Participate in Scholarship Program	The Idaho State Broadcasters Association (“ISBA”) offers scholarships to 2019-2020 high school graduates who are the children of full-time employees of the ISBA member stations. Our SEU’s Market Manager assisted in the promotion of this Program and, as a member of the ISBA Board, assisted with the review of scholarship applications as well as the selection of the scholarship recipients.
6	Participate in training programs that enable station personnel to acquire skills to qualify them for higher level positions	On a quarterly basis, the Idaho State Broadcasters Association (“ISBA”) offers grants to station personnel of ISBA member stations. These grants are available to employees who want to take a seminar or go to a convention and obtain the knowledge and/or skills that will enable them to advance in their positions in radio broadcasting. Our SEU’s Market Manager is actively involved in promoting as well as awarding these employee grants.