

**KBOI (AM), KTIK (AM), KQFC (FM), KKGL (FM),  
KIZN (FM) and KTIK (FM)  
EEO PUBLIC FILE REPORT  
June 1, 2020 – May 31, 2021<sup>1</sup>**

**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
On-Air Co-Host - KTIK	1, 4, 9-18, 20-23, 26-29	26
Account Executive - KBOI, KQFC, KKGL, KIZN, KTIK	2, 4-5, 9-18, 22, 26-29	4
Account Executive - KBOI, KQFC, KKGL, KIZN, KTIK	2-5, 7, 9-18, 22, 26, 28-29	26
Account Executive - KBOI, KQFC, KKGL, KIZN, KTIK	3-5, 9-18, 22, 26, 28-29	4

---

<sup>1</sup> This Report was revised in July 2021 to address a reporting issue.

**KBOI (AM), KTIK (AM), KQFC (FM), KKGL (FM),  
KIZN (FM) and KTIK (FM)  
EEO PUBLIC FILE REPORT  
June 1, 2020– May 31, 2021**

**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	<b>Idaho Business League Career Fairs</b> ( <i>see Section III</i> ) Contact: Anne Marie Aldinger P. O. Box 536 Boise, ID 83701 PH: (208) 323-4464	No	2
2	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	0
3	<b>All Access Music Group Website</b> Contact: Joel Denver <a href="http://www.allaccess.com">www.allaccess.com</a>	No	0
4	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net">www.cumulusmedia.jobs.net</a>	No	21
5	<b>Indeed</b> <a href="http://www.indeed.com">www.indeed.com</a>	No	0
6	<b>Facebook</b> <a href="http://www.facebook.com">www.facebook.com</a> ( <i>one or more SEU's page</i> )	No	0
7	<b>Word-of-Mouth Referral</b>	No	1
8	<b>The College of Idaho</b> Contact: Sean Crenshaw 2112 Cleveland Boulevard Caldwell, ID 83605 PH: (208) 459-5011, Fax: (208) 459-5849	No	0
9	<b>College of Southern Idaho</b> Contact: Kate Woods P.O. Box 1238 Twin Falls, Idaho 83605 PH: (208) 732-6303	No	0
10	<b>Community Council of Idaho</b> Contact: Raquel Reyes 317 Happy Day Road Caldwell, Idaho 83605 PH: (208) 454-1652, Fax: (208) 459-0416	No	0
11	<b>Idaho State Broadcaster Online</b> <a href="http://www.careerpage.org">www.careerpage.org</a>	No	0

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

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
21	<b>Stevens-Henager College – Nampa Branch</b> 16819 N. Marketplace BLVD. Nampa, Idaho 83687 (208) 466-2251	No	0
22	<b>LinkedIn</b> <a href="http://www.linkedin.com">www.linkedin.com</a>	No	0
23	<b>Treasure Valley Community College – Caldwell Center</b> 205 S. 6 <sup>th</sup> Ave. Caldwell, Idaho 83605 (208) 454-9911	No	0
24	<b>Country Aircheck</b> <a href="http://www.countryaircheck.com/jobboardmain">www.countryaircheck.com/jobboardmain</a>	No	0
25	<b>Walk-In/Self Referral</b>	No	0
26	<b>Employee Referral</b>	No	2
27	<b>MyJobHelper</b> <a href="http://www.myjobhelper.com">www.myjobhelper.com</a>	No	0
28	<b>Glassdoor.com</b> <a href="http://www.glassdoor.com">www.glassdoor.com</a>	No	0
29	<b>Adzuna</b> <a href="http://www.adzuna.com">www.adzuna.com</a>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			26

**KBOI (AM), KTIK (AM), KQFC (FM), KKGL (FM),  
KIZN (FM) and KTIK (FM)  
EEO PUBLIC FILE REPORT  
June 1, 2020 – May 31, 2021**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Management-level training methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020, our Regional Vice President/Market Manager as well as our General Sales, Business, and Assistant Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, “The FCC’s Equal Employment Opportunity Rules, Your Guide to Compliance.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements we reexamined and reinforced, after which questions were entertained.
2	Participate in Job Fairs (6)	Our SEU participated in and supported the six (6) career fairs that the Idaho Business League sponsored during this reporting period. Each event—August 13, 2020, October 2, 2020, November 18, 2020, January 28, 2021, March 3, 2021, and May 5, 2021—took place at the Courtyard by Marriott in Meridian, ID. As a media sponsor, these Fairs were promoted on all of our Stations. Our Sales Manager attended each Fair and spoke with interested attendees about career opportunities in radio, with an emphasis on sales, as well as job openings within our SEU.
3	Participate in Scholarship Program	The Idaho State Broadcasters Association (“ISBA”) offers scholarships to 2020-2021 high school graduates who are the children of full-time employees of the ISBA member stations. Our SEU’s Market Manager assists 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.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	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.