

**KBOI(AM), KTIK(AM), KQFC(FM), KKGL(FM),
KIZN(FM) and KTIK-FM
EEO PUBLIC FILE REPORT
June 1, 2015 – May 31, 2016**

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-KKGL, KIZN	1-3, 5-19	12
Account Executive-KKGL, KIZN	1, 5, 6-19	5
On-Air Personality-KQFC (Nash FM)	4-12	4
Account Executive-KKGL, KIZN	3, 5-19	9

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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	Boise State University Contact: Vickie Coale 1910 University Drive Boise, ID 83725 PH: (208) 426-1747	No	0
2	Idaho Business League Career Fair Contact: Anne Marie Aldinger P. O. Box 536 Boise, ID 83701 PH: (208) 323-4464	No	0
3	On-Air Announcements (<i>one or more SEU stations</i>)	No	0
4	All Access Website www.allaccess.com	No	5
5	Cumulus Media Website www.cumulus.com/careers	No	13
6	Indeed (www.indeed.com)	No	3
7	Simply Hired (www.simplyhired.com)	No	0
8	Glass Door (www.glassdoor.com)	No	0
9	Link Up (www.linkup.com)	No	2
10	Facebook (www.facebook.com)	No	0
11	Zip Recruiter Website www.ziprecruiter.com <i>(Internet-based job board and secondary posting service to more than 25 additional on-line job banks, e.g. diversityjobs.com, monster.com and topusajobs.com)</i>	No	8
12	Word-of-Mouth Referral	No	3
13	Idaho Commission on Hispanic Affairs (ICHA) http://icha.idaho.gov P.O. Box 83720 Boise, ID 83720 PH: (208) 334-3776	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Hispanic Cultural Center of Idaho 315 Stampede Drive Nampa, ID 83687 PH: (208) 442-0823	No	0
15	Idaho Department of Labor 219 W. Main Street Boise, ID 83735 PH: (208) 332-3570 Email: boiseemail@labor.idaho.gov	No	0
16	The College of Idaho 2112 Cleveland Boulevard Caldwell, ID 83605 PH: (208) 459-5011	No	0
17	The College of Western Idaho (CWI) 5500 E. Opportunity Drive Nampa, ID 83687 PH: (208) 562-3000 Email: loriyellen@cwidaho.cc	No	0
18	Stevens-Henager College http://www.stevenshenager.edu *Boise Branch 1444 So. Entertainment Avenue Boise, ID 83709 PH: (208) 336-7671 *Nampa Branch 16819 N. Marketplace Boulevard Nampa, ID 83687 PH: (208) 466-2251	No	0
19	Treasure Valley Community College *Caldwell Center 205 S. 6 th Avenue Caldwell, ID 83605 PH: (208) 454-9911 Email: caldwelldirector@tvcc.cc	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			34

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Sponsor events in the community designed to inform and educate the public concerning employment opportunities in broadcasting.	On July 2, 2015, our SEU hosted a group of children from Natures Child Care that were learning about news and broadcast communications. The students toured our facilities lead by our SEU's Promotions Assistant. The students were introduced to SEU staff members who explained a bit about what they do at the Stations. A number of these students were given the opportunity to produce a commercial spot. After the tour, the group assembled in the SEU's conference room for lunch and a question-and-answer session.
2	Internship Program	Our SEU hosted a student intern from Boise State University, for the period from July 2015 through August 2015. This intern was supervised by KTIK-FM Sports Announcer. The intern assisted with the broadcasting of various sporting events and also observed the live broadcast of an afternoon Sports Talk show.
3	Co-Sponsor in Job Fair	On January 6, 2016, our SEU co-sponsored a career fair with the Idaho Business League held at the Riverside Hotel. SEU representatives occupied a booth and spoke with interested attendees about career opportunities in broadcasting and job openings within the SEU. SEU participants included our Sales Managers and several Account Executives. As the media sponsor of this event, all SEU stations promoted this job fair over the air.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Participate in Job Fair	On September 2, 2015, our SEU participated in a job fair sponsored by the Idaho Business League at the Riverside Hotel. SEU representatives occupied a booth and spoke with attendees about career opportunities in broadcasting and job openings within the SEU. SEU participants included our Sales Managers. As the media sponsor of this event, all SEU stations promoted this job fair over the air.
5	Sponsor events in the community designed to inform and educate the public concerning employment opportunities in broadcasting.	Several students enrolled in the Audio Production Class at Boise State University participated in a two hour in-station radio observation with the SEU's Afternoon Talk Show Host. The in-studio observations were conducted on April 25, 2016 from 5-7 pm and on April 29, 2016 from 3-5pm.
6	Participation in Scholarship Program	The Idaho State Broadcasters Association ("ISBA") offers scholarships to high school graduates who are the children of full-time employees of the ISBA member stations. Our SEU's Market Manager coordinated the promotion of this scholarship program. He also received and reviewed applications and presented his recommendations to the ISBA.