

**KBOI(AM), KTIK(AM), KQFC(FM), KKGL(FM),
KIZN(FM) and KTIK-FM
EEO PUBLIC FILE REPORT
June 1, 2014 – May 31, 2015**

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, 5-14	7
Promotions Director	1, 5, 6, 10	7
Administrative Assistant	1, 6-14	1
News Director	4-7, 10	4
News Reporter	4-7, 10	4
Account Executive-KKGL: KIZN	1-3, 5-14	7
Account Executive-KBOI, KQFC, KTIK-FM	1-3, 5-14	5

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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	1
2	Idaho Business League Career Fair Contact: Anne Marie Aldinger P. O. Box 536 Boise, ID 83701 PH: (208) 323-4464	No	3
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	31
6	Zip Recruiter Website www.ziprecruiter.com <i>(Internet-based job board and secondary posting service to more than 25 additional on-line job banks, eg. diversityjobs.com, monster.com and topusajobs.com)</i>	No	43
7	Word-of-Mouth Referral	No	11
8	Idaho Commission on Hispanic Affairs (ICHA) http://icha.idaho.gov P.O. Box 83720 Boise, ID 83720 PH: (208) 334-3776	No	0
9	Hispanic Cultural Center of Idaho 315 Stampede Drive Nampa, ID 83687 PH: (208) 442-0823	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Idaho Department of Labor 219 W. Main Street Boise, ID 83735 PH: (208) 332-3570 Email: boiseemail@labor.idaho.gov	No	0
11	The College of Idaho 2112 Cleveland Boulevard Caldwell, ID 83605 PH: (208) 459-5011	No	0
12	The College of Western Idaho (CWI) 5500 E. Opportunity Drive Nampa, ID 83687 PH: (208) 562-3000 Email: loriyellen@cwidaho.cc	No	0
13	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
14	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			94

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Host event/program sponsored by or on behalf of a community organization related to career opportunities in broadcasting	On July 14, 2014, our SEU hosted a group of about thirty (30) children from Natures Child Care that were learning about news and broadcast communications. The students toured our facilities lead by one of our SEU's On-Air Personalities during which they talked about how radio stations operate. 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 Nampa Christian School, a local high school, between August 2014 and May 2015. This intern was supervised by KTIK-FM Sports Announcer whom he "shadowed" and assisted with the broadcasting of various sporting events.
3	Participate in Job Fair	On January 7, 2015, 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 March 18, 2015, our SEU participated in a job fair sponsored by Boise State University Career Center on its Boise campus. SEU representatives occupied a booth and spoke with interested students/attendees about career opportunities in broadcasting as well as job openings and internships within the SEU. SEU participants included our Sales Managers and several Account Executives.
5	Participate in Job Fair	On April 7, 2015, our SEU participated in a job fair sponsored by the Idaho Business League at the Boise Convention Center. 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.
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.
7	Host event/program for/on behalf of an educational institution relating to career opportunities in broadcasting.	On April 16, 2015, twelve (12) students from Pioneer Elementary School visited our studios in Boise to tour our facilities. An Account Executive conducted the tour during which the students were introduced to several On-Air Personalities and observed/listened to them in the studios. The children learned how a radio station operates and that it takes individuals with different skill-sets to keep a radio station functioning efficiently and effectively.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Participate in Job Fair (2)	On October 20, 2014 and again on April 30, 2015, our SEU participated in a job fair sponsored by the Latter Day Saints Church/ Employment Resource Services. Our General Sales Manager spoke with interested attendees about career opportunities in broadcasting and job openings within the SEU.