

**KBOI (AM), KTIK (AM), KQFC (FM), KKGL (FM),
KIZN (FM) and KTIK (FM)
EEO PUBLIC FILE REPORT
June 1, 2016 – May 31, 2017**

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; KTIK	4-5, 7, 19, 21-22	5
Account Executive-KBOI; KTIK	4-5, 7, 19, 21-22	7
News Reporter - KBOI	3,7, 18-20, 22	19
News Reporter – KBOI	3, 7, 18-20, 22	7
Administrative Assistant	4, 7, 19, 20, 22	19

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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	Idaho Business League Career Fair Contact: Anne Marie Aldinger P. O. Box 536 Boise, ID 83701 PH: (208) 323-4464	No	0
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.cumulus.com/careers	No	5
5	Indeed (www.indeed.com)	No	3
6	Facebook (www.facebook.com) (<i>one or more SEU's page</i>)	No	0
7	Word-of-Mouth Referral	No	2
8	Idaho Department of Labor Contact: Grant Gibson 317 West Main Street, 1st Floor, East Boise, Idaho 83735 Email: boisemail@labor.idaho.gov PH: (208) 334-6222 FAX: (208) 334-6222	No	0
9	The College of Idaho Contact: Sean Crenshaw 2112 Cleveland Boulevard Caldwell, ID 83605 PH: (208) 459-5011 Fax: (208) 459-5849	No	0
10	College of Southern Idaho Contact: Kate Woods P.O. Box 1238 Twin Falls, Idaho 83605 PH: (208) 732-6303	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Community Council of Idaho Contact: Raquel Reyes 317 Happy Day Road Caldwell, Idaho 83605 PH: (208) 454-1652 Fax: (208) 459-0416	No	0
12	Idaho Broadcaster Online (www.careerpage.org)	No	0
13	Idaho Dept. of Labor - Veterans Representative Contact: Matt Bennett 317 West Main Street, 1st 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	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	11

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Boise State University Career Center Contact: Vickie Coale 1910 University Drive Boise, ID 83725 PH: (208) 426-1747	No	1
21	LinkedIn (Website) www.linkedin.com	No	13
22	Walk-In	No	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			37

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in event/program sponsored by or on behalf of an educational institute related to career opportunities in broadcasting	<p>On November 17, 2016, our SEU spoke to a group of Kevin Skidmore’s “Interviewing Class” students at Boise State University. In a press conference style environment the students had a hands on tutorial of broadcasting and interviewing by coming up with questions that our SEU answered for them. These questions were on various topics relating to broadcasting and interviewing (broadcasting gaming events, interviewing best practices).</p> <p>On May 5, 2017, our SEU spoke to a group of students at Capitol High School on career paths in radio, radio production/broadcasting (behind the scenes and in front of “the camera”, inter-personal communications, and the difference between journalism and news/political commentary. The students included three (3) separate classes congregated as one for this speaking engagement. The classes were a college prep course; a media production class; and a speech class.</p>
2	Internship Program	Our SEU hosted a student intern from Boise State University, for the period from January 2017 through May 2017. This intern was supervised by KTIK-FM Sports Announcer. The intern assisted in the planning of topics, booking guests, cutting audio for the daily sports talk show. The intern was also given hands on experience by practicing play-by-plays, sports updates, and interviewing.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Co-Sponsor of Job Fair	<p>On August 16, 2016, our SEU's promoted a career fair with the Idaho Business League held at the Riverside Hotel. As the media sponsor of this event, all SEU stations promoted this job fair over the air.</p> <p>On March 7, 2016, our SEU's promoted a career fair with the Idaho Business League held at the Riverside Hotel. As the media sponsor of this event, all SEU stations promoted this job fair over the air.</p> <p>On May 10, 2016, our SEU's promoted a career fair with the Idaho Business League held at the Riverside Hotel. As the media sponsor of this event, all SEU stations promoted this job fair over the air.</p>
4	Participate in Job Fair	<p>On January 5, 2017, 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.</p>
5	Sponsor events in the community designed to inform and educate the public concerning employment opportunities in broadcasting.	<p>Students enrolled in the Audio 269 Class at Boise State University participated in a two and a half hour in-station radio observation with the SEU's mid-day Talk Show Host. The in-studio observation was conducted on December 13, 2016 from 12:30-7:00 pm.</p> <p>On May 1, 2017 from 1:26 pm to 3:48 pm students from the Idaho Fine Arts Academy interested in voice over and radio work participated in a 2 hour in-station audio and voice over observation/tutorial with our SEU. Students observed audio production, and editing; voice overs; and commercial productions as well as voiced some scripted productions.</p>

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6	Participation in Scholarship Program	The Idaho State Broadcasters Association (“ISBA”) offers scholarships to 2016-2017 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	Provide Training to management- level personnel concerning methods of ensuring equal employment opportunity and preventing discrimination.	On June 14, 2016, this SEU participated in a training seminar for management-level personnel designed to ensure equal employment opportunity and prevent employment discrimination in the workplace. The seminar was conducted by Cumulus’ Senior Vice President and General Counsel. The SEU’s VP/Market Manager, Sales Manager, Business Manager, two Program Directors, Marketing Director and Promotions Director were active attendees in that seminar.
8	Host event/program sponsored by or on behalf of a community organization related to career opportunities in broadcasting	On July 13, 2016, our SEU hosted a group of 40 children from Natures Child Care that were learning about news and broadcast communications. The students toured our facilities lead by our SEU. 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.