

**KBOI (AM), KTIK (AM), KQFC (FM), KKGL (FM),  
KIZN (FM) and KTIK (FM)  
EEO PUBLIC FILE REPORT  
June 1, 2017 – May 31, 2018**

**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
Promotions Assistant	3, 4, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23	4
Traffic Director	3, 4, 5, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 22, 26, 27	26
Account Executive – KBOI, KTIK	2, 3, 4, 5, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 22, 26	26
Account Executive – KKGL, KIZN	2, 3, 4, 5, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 22, 26	22
On-air Personality – KIZN	3, 4, 24, 26	26
Chief Engineer	3, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 26	26
News Reporter – KBOI	3, 4, 5, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 26	26
Account Executive – KQFC, KKGL, KIZN	2, 3, 4, 5, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 22, 26	26

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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	<b>Idaho Business League Career Fair</b> Contact: Anne Marie Aldinger P. O. Box 536 Boise, ID 83701 PH: (208) 323-4464	No	0
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 Media Website</b> <a href="http://www.cumulus.com/careers">www.cumulus.com/careers</a>	No	12
5	<b>Indeed</b> ( <a href="http://www.indeed.com">www.indeed.com</a> )	No	1
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	2
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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	<b>Stevens-Henager College – Boise Branch</b> 1444 S. Entertainment Ave. Boise, Idaho 83709 PH: (208) 336-7671	No	0
21	<b>Stevens-Henager College – Nampa Branch</b> 16819 N. Marketplace BLVD. Nampa, Idaho 83687 (208) 466-2251	No	0
22	<b>LinkedIn (Website)</b> <a href="http://www.linkedin.com">www.linkedin.com</a>	No	5
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>	No	0
25	<b>Walk-In</b>	No	0
26	<b>Employee Referral</b>	No	29
27	<b>Traffic Directors Guild of America</b> <a href="http://www.tdga.org">www.tdga.org</a>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			49

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Sponsor event in the community designed to inform and educate the public concerning employment opportunities in broadcasting.	On November 15, 2017, our SEU provided guidance to the student regarding his own podcast and answered questions about getting into the radio broadcasting industry.
<b>2</b>	Sponsor event in the community designed to inform and educate the public concerning employment opportunities in broadcasting.	<p>On August 25, 2017, our SEU mentored a student from Boise State University by assisting the student in preparing to announce some high school football games over the internet.</p> <p>On November 17<sup>th</sup> and 19<sup>th</sup> 2017, our SEU mentored a student from Boise State University by assisting the student in preparation for the school's Women's Basketball Team game. The student was broadcasting this game in place of one of our SEU employees.</p> <p>On February 9, 2017, our SEU mentored a Student from Boise State University. This student is the host of a sports show run by the campus radio station.</p>
<b>3</b>	Co-Sponsor of Job Fair	On August 20, 2017 all SEU co-sponsored a career fair with the Idaho Business League held at the Nampa Civic Center. As a media sponsor of this event, all SEU stations promoted this job fair over the air.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>4</b>	Participate in Job Fair	On September 6, 2017 our SE attended a career fair with the Idaho Business League held at the Riverside Hotel. As a media sponsor of this event, all SEU stations promoted this job fair over the air. SEU participants included our Sales Managers; Promotions Director; and General Manager.
<b>5</b>	Participation in Scholarship Program	The Idaho State Broadcasters Association (“ISBA”) offers scholarships to 2017-2018 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.