

**KBOI (AM), KTIK (AM), KQFC (FM), KKGL (FM),
KIZN (FM) and KTIK (FM)
EEO PUBLIC FILE REPORT
June 1, 2018 – May 31, 2019**

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
Digital Sales Manager -KBOI, KQFC, KKGL, KIZN, KTIK	4, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 28-31	22
Account Executive – KKGL, KIZN	2, 4, 5, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 22, 26, 27, 28-31	4
Morning Co-Host – KBOI	2, 3, 4, 5,7, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 22, 26, 28-31	7
Midday On-Air Host - KIZN	3, 4, 5, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 22, 26, 28-31	3
Administrative Assistant – KBOI, KQFC, KKGL, KIZN, KTIK	4,5,6,7,8,9,10,14, 15, 16,18, 19, 28-31	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	Idaho Business League Career Fair Contact: Anne Marie Aldinger P. O. Box 536 Boise, ID 83701 PH: (208) 323-4464	No	6
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	5
4	Cumulus Media Website www.cumulus.com/careers	No	19
5	Indeed (www.indeed.com)	No	8
6	Facebook (www.facebook.com) (<i>one or more SEU's page</i>)	No	0
7	Word-of-Mouth Referral	No	0
8	The College of Idaho Contact: Sean Crenshaw 2112 Cleveland Boulevard Caldwell, ID 83605 PH: (208) 459-5011 Fax: (208) 459-5849	No	0
9	College of Southern Idaho Contact: Kate Woods P.O. Box 1238 Twin Falls, Idaho 83605 PH: (208) 732-6303	No	0
10	Community Council of Idaho Contact: Raquel Reyes 317 Happy Day Road Caldwell, Idaho 83605 PH: (208) 454-1652 Fax: (208) 459-0416	No	0
11	Idaho State Broadcaster Online (www.careerpage.org)	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Idaho Dept. of Labor – Veterans Representative Contact: Matt Bennett 317 West Main Street, 1 st Floor, East Boise, Idaho 83735 PH: (208) 334-6222 ext. 4327 FAX: (208) 334-6222	No	0
13	Idaho Dept. of Labor Contact: Grant Gibson 317 West Main Street, 1 st 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	Boise State University Career Center Contact: Vickie Coale 1910 University Drive Boise, ID 83725 PH: (208) 426-1747	No	0
20	Stevens-Henager College – Boise Branch 1444 S. Entertainment Ave. Boise, Idaho 83709 PH: (208) 336-7671	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Stevens-Henager College – Nampa Branch 16819 N. Marketplace BLVD. Nampa, Idaho 83687 (208) 466-2251	No	0
22	LinkedIn (Website) www.linkedin.com	No	1
23	Treasure Valley Community College – Caldwell Center 205 S. 6 th Ave. Caldwell, Idaho 83605 (208) 454-9911	No	0
24	Country Aircheck	No	0
25	Walk-In	No	2
26	Employee Referral	No	0
27	Traffic Directors Guild of America www.tdga.org	No	0
28	Glass Door	No	0
29	LinkUp	No	0
30	Zip Recruiter	No	0
31	Monster.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			41

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Sponsor event in the community designed to inform and educate the public concerning employment opportunities in broadcasting.	On June 27, 2018, our SEU hosted a group of children from Linder Learning Center that were learning about broadcast communications. The students toured our facilities lead by our SEU’s Promotions Director. The students were introduced to SEU staff members who explained a bit about what they do at the Stations. After the initial tour of all of the stations, the group observed the broadcast of the KIZN morning show.
2	Sponsor event in the community designed to inform and educate the public concerning employment opportunities in broadcasting.	On February 8, and 23, 2019 and April 6, 2019 our SEU mentored a student from Foothills School of Arts & Science by instructing the student on how to broadcast football and basketball games. The student also attended a Boise State University basketball game and observed the broadcast of the postgame show. The student also assisted a Co-Host from KTIK-FM at a Boise State University Women’s basketball game.
3	Sponsor event in the community designed to inform and educate the public concerning employment opportunities in broadcasting.	On March 26, 2019 our SEU met with a student from Boise High School. The student discussed the subjects he would need for college to become a sports broadcaster.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Sponsor event in the community designed to inform and educate the public concerning employment opportunities in broadcasting.	The month of April, 2019 Boise State University Students met with the SEU's Sports Announcer to learn how to broadcast football and basketball games. The students also observed games being broadcast.
5	Internship Program	<p>From August 22 to December 21, 2018, Chris Torres, a Boise State University Student participated in an internship with KTIK-FM, where he was under the supervision of the SEU's Sports Talk Show Host. The intern assisted in the production of the local sports talk broadcast and assisted with on-air activities and outside remote broadcasts.</p> <p>From April 3 to May 15, 2019, Josiah Riggan interned in the Production studio under the supervision of the SEU's Production Director. The student assisted in the production of commercial spots.</p>
6	Co-Sponsor of Job Fair	On March 12, 2019, the SEU co-sponsored a career fair with the Idaho Business League held at the Courtyard by Marriott in Meridian, ID. As a media sponsor of this event, all SEU stations promoted this job fair over the air.
7	Participation in Job Fair	On January 10, 2019 and May 8, 2019, our SEU attended a career fair with the Idaho Business League held at the Riverside Hotel and Nampa Recreation Center, respectively. A media co- sponsor of this event, all SEU stations promoted this job fair over the air. SEU participants included our Sales Manager and Promotions Assistant.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Participation in Scholarship Program	The Idaho State Broadcasters Association (“ISBA”) offers scholarships to 2018-2019 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 within the Market.
9	Participation in Training Program	The Idaho State Broadcasters Association (“ISBA”) offers employee grants on a quarterly basis to station personnel of the ISBA member stations. These grants are available to employees who want to take a seminar, or go to a convention that will enable them to advance in their positions. Our SEU’s Market Manager assists in the promotion of these employee grants.