

**KBOI (AM), KTIK (AM), KQFC (FM), KKGL (FM),  
KIZN (FM) and KBOI-FM  
EEO PUBLIC FILE REPORT  
June 1, 2021 – May 31, 2022**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Promotion Director	1-2, 4-6, 8-24, 26-52	26
Digital Sales Manager	1-6, 8-24, 26-52	22
Sales Assistant	1-6, 8-24, 27-52	22
Director of Sales	4-5, 22, 27-52	4

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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 Fairs</b> ( <i>see Section III</i> ) 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 www.allaccess.com	No	0
4	<b>Cumulus Careers Website</b> www.cumulusmedia.jobs.net/en-US/	No	7
5	<b>Indeed Website</b> ( <i>not directly contacted by SEU</i> ) www.indeed.com	No	0
6	<b>Facebook</b> www.facebook.com ( <i>one or more SEU's page</i> )	No	0
7	<b>Word-of-Mouth Referral</b>	No	0
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> 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	<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
20	<b>Stevens-Henager College – Boise Branch</b> 1444 S. Entertainment Ave. Boise, Idaho 83709 PH: (208) 336-7671	No	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
21	<b>Stevens-Henager College – Nampa Branch</b> 16819 N. Marketplace BLVD. Nampa, Idaho 83687 (208) 466-2251	No	0
22	<b>LinkedIn</b> www.linkedin.com	No	4
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> www.countryaircheck.com/jobboardmain	No	0
25	<b>Walk-In/Self Referral</b>	No	0
26	<b>Employee Referral</b>	No	1
27	<b>MyJobHelper Website</b> www.myjobhelper.com	No	0
28	<b>Glassdoor Website</b> <i>(not directly contacted by SEU)</i> www.glassdoor.com	No	1
29	<b>Adzuna Website</b> www.adzuna.com	No	0
30	<b>Job Is Job Website</b> www.jobisjob.com/	N	0
31	<b>Oodle Website</b> www.jobs.oodle.com/careers/careers/	N	0
32	<b>The Job Spider</b> www.jobspider.com/	N	0
33	<b>Trovit Website</b> www.trovit.com/	N	0
34	<b>Abilities in Jobs</b> www.abilitiesinjobs.com	N	0
35	<b>Asian in Jobs</b> www.asianinjobs.com	N	0
36	<b>Black In Jobs</b> www.blackinjobs.com	N	0
37	<b>Hispanic In Jobs</b> www.hispanicinjobs.com	N	0
38	<b>LGBTQ In Jobs</b> www.lgbtqinjobs.com	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
39	<b>Diversity in Jobs</b> www.diversityinjobs.com	N	0
40	<b>Seniors in Jobs</b> www.seniorsinjobs.com	N	0
41	<b>Women in Jobs</b> www.womeninjobs.com	N	0
42	<b>Job Opportunities for Disabled Veterans</b> www.JOFDAV.com	N	0
43	<b>Disabled Person</b> www.disAbledperson.com	N	0
44	<b>Hire Black Now</b> www.hireblacknow.com	N	0
45	<b>Hispanic Job Exchange</b> www.hispanicjobexchange.com	N	0
46	<b>African American Job Search</b> www.africanamericanjobsearch.com	N	0
47	<b>Asian Job Search</b> www.asianjobsearch.com	N	0
48	<b>LGBT Job Search</b> www.lgbtjobsearch.com	N	0
49	<b>Disabled Job Seekers</b> www.disabledjobseekers.com	N	0
50	<b>US Diversity Job Search</b> www.usdiversityjobsearch.com	N	0
51	<b>Veteran Career Center</b> www.veterancareercenter.com	N	0
52	<b>Seniors to Work</b> www.seniorstowork.com	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			13

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 9, 2021, our SEU’s Market Manager took part in a presentation by Brooks Scott entitled, <i>Conversations of Race &amp; Allyship in the Workplace</i> . During his presentation he emphasized the importance of learning better ways to communicate to create a healthier workplace environment. He discussed managing unconscious biases, team building around values, learning specific skills and tactics to navigate sensitive conversation, understanding how to give useful feedback, and encouraged attendees to hire, promote and acknowledge people who don’t look, think, act, and problem solve like them.
2	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of December 2021, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a course prepared by Mineral entitled, “Harassment Prevention.” The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.
3	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed five segments entitled “Working Well With Others,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 11, 2021, our SEU's Market Manager participated in a presentation conducted by Merging Path Coaching entitled, <i>Managing Unconscious Bias</i> . This session focused on managing teams without a bias.
5	Participate in Job Fairs (6)	<p>Our SEU participated in and supported the six (6) Job &amp; Career Fairs sponsored by the Idaho Business League ("IBL") during this reporting period. As IBL's media sponsor, these Job Fairs were promoted on all of our Stations. Our Director of Sales and Promotions Director attended each Fair and spoke with interested attendees about career opportunities in radio, with an emphasis on sales, as well as job openings within our SEU (our Business Manager also attended the June 21, 2021 event.)</p> <p>The June 21, 2021, event took place at the Riverside Hotel in Boise, ID. The October 16, 2021, April 5, 2022, and May 13, 2022 Fairs were held at the Nampa Civic Center in Nampa, ID. The November 16, 2021 and December 6, 2021 events took place at the Courtyard by Marriott in Meridian, ID.</p>
6	Participate in Job Fair	On October 28, 2021, our SEU participated in the College of Western Idaho Job & Career Fair, which took place on its Nampa campus. As a media sponsor, this event was promoted on-air on all of our Stations. Our Director of Sales and Promotions Director attended this Fair, and spoke with interested students and other attendees about career opportunities in radio, with an emphasis on sales, as well as job openings within our SEU.
7	Participate in Scholarship Program	The Idaho State Broadcasters Association ("ISBA") offers scholarships to 2021-2022 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 and, as a member of the ISBA Board, assisted with the review of scholarship applications as well as the selection of the scholarship recipients.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
8	Participate in training programs that enable station personnel to acquire skills to qualify them for higher level positions	On a quarterly basis, the Idaho State Broadcasters Association (“ISBA”) offers grants to station personnel of ISBA member stations. These grants are available to employees who want to take a seminar or go to a convention and obtain the knowledge and/or skills that will enable them to advance in their positions in radio broadcasting. Our SEU’s Market Manager is actively involved in promoting as well as awarding these employee grants.
9	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On May 24, 2022, our Market and Business Managers, Programming and Promotions Directors, and our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.’s Executive Vice President and General Counsel as well as its Vice President, Human Resources entitled, “The FCC’s Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers, Business Managers & HR Business Partners.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.