

**KBOI(AM), KBOI-FM, KTIK(AM), KQFC(FM), KKGL(FM), and  
KIZN (FM)  
EEO PUBLIC FILE REPORT  
June 1, 2023 – May 31, 2024**

**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>
Digital Account Executive	1-29, 32, 34, 37-39, 41-46	1
Account Executive	1-30, 32, 34, 37-39, 41-46	30
Account Executive	1-29, 32, 37-47	1
Digital Account Executive	1-30, 32, 37-47	30
Promotions Director	1-30, 32, 37-47	30

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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>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	14
2	<b>Adzuna Website</b> <a href="http://www.adzuna.com/">www.adzuna.com/</a>	N	0
3	<b>Job Is Job Website</b> <a href="http://www.jobisjob.com/">www.jobisjob.com/</a>	N	0
4	<b>MyJobHelper Website</b> <a href="http://www.myjobhelper.com/">www.myjobhelper.com/</a>	N	0
5	<b>Oodle Website</b> <a href="http://www.jobs.oodle.com/careers/careers/">www.jobs.oodle.com/careers/careers/</a>	N	0
6	<b>The Job Spider</b> <a href="http://www.jobspider.com/">www.jobspider.com/</a>	N	0
7	<b>Trovit Website</b> <a href="http://www.trovit.com/">www.trovit.com/</a>	N	0
8	<b>Indeed Website</b> ( <i>not directly contacted by SEU</i> ) <a href="http://www.indeed.com">www.indeed.com</a>	N	2
9	<b>Glassdoor Website</b> ( <i>not directly contacted by SEU</i> ) <a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a>	N	0
10	<b>LinkedIn Website</b> ( <i>not directly contacted by SEU</i> ) <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	0
11	<b>Abilities in Jobs</b> <a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	N	0
12	<b>Asian in Jobs</b> <a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	N	0
13	<b>Black In Jobs</b> <a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	N	0
14	<b>Hispanic In Jobs</b> <a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	N	0
15	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	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>
16	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0
17	<b>Seniors in Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	N	0
18	<b>Women in Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
19	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
20	<b>Disabled Person</b> <a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	N	0
21	<b>Hire Black Now</b> <a href="http://www.hireblacknow.com">www.hireblacknow.com</a>	N	0
22	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	N	0
23	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	N	0
24	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	N	0
25	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	N	0
26	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	N	0
27	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	N	0
28	<b>Veteran Job Center</b> <a href="http://www.veteranjobcenter.com">www.veteranjobcenter.com</a>	N	0
29	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
30	<b>Employee Referral</b>	N	5
31	<b>Internal Transfer/Promotion</b>	N	0
32	<b>Idaho Department of Labor - Boise</b> 317 W. Main Street Boise, ID 83702 208-332-3570 boisemail@labor.idaho.gov david.hoag@labor.idaho.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	<b>Idaho Department of Labor - Emmett</b> 288 West Highway 16 Emmett, ID 83617 208-364-7780 emmettmail@labor.idaho.gov steve.lord@labor.idaho.gov	N	0
34	<b>Idaho Department of Labor - Caldwell</b> 4514 Thomas Jefferson Caldwell, ID 83605 208-364-7781 canyoncountymail@labor.idaho.gov dave.howerton@labor.idaho.gov	N	0
35	<b>Idaho Department of Labor - Meridian</b> 1090 E Watertower Street Meridian, ID 83642 208-364-7785 john.russ@labor.idaho.gov michael.laduc@labor.idaho.gov	N	0
36	<b>Community Connections, Inc.</b> 1675 S. Maple Grove Road Boise, ID 83709 208-377-9814 hward@cciidaho.com	N	0
37	<b>Idaho Refugee Service Program</b> 1607 W Jefferson Boise, ID 83702 (208) 336-4222 kfink@idahorefugees.org jreeves@idahorefugees.org	N	0
38	<b>The Arc, Inc - Boise</b> 4402 Albion Street Boise, ID 83705 208-343-5583 mdooley@thearcinc.org	N	0
39	<b>Boise State University Women's Ctr</b> 1910 University Drive Boise, ID 83706 208-426-4259 adrianebang@boisestate.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	<b>Community Council of Idaho</b> 317 Happy Day Boulevard Caldwell, ID 83607 (208) 453-3066 rgodina@ccimail.org imorin@ccimail.org	N	0
41	<b>Agency For New Americans</b> 1614 W Jefferson Street Boise, ID 83702 (208) 850-2748 btshibwabwa@jannus.org	N	0
42	<b>Idaho Commission on Hispanic Affairs</b> 2399 S Orchard Street, Suite 102 Boise, ID 83705 (208) 334-3776 susan.davidson@business.idaho.gov catie.wiseman@liquor.idaho.gov	N	0
43	<b>Idaho Division of Vocational Rehabilitation</b> 650 W State Street, Room 150 Boise, ID 83720 (208) 334-3390 Jane.Donnellan@vr.idaho.gov	N	0
44	<b>Idaho Division of Vocational Rehabilitation</b> 10200 W Emerald Street, Suite 102 Boise, ID 83704 (208) 327-7017 Alan.Aamodt@vr.idaho.gov	N	0
45	<b>Idaho Division of Vocational Rehabilitation</b> 1755 N Westgate Drive, Suite 140 Boise, ID 83704 (208) 327-7411 Stephanie.Bowles@vr.idaho.gov	N	0
46	<b>Idaho Division of Vocational Rehabilitation</b> 1018 W Sanetta Street Nampa, ID 83651 (208) 465-8414 Heather.Haugen@vr.idaho.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
47	<b>Treasure Valley NAACP</b> PO Box 8436 Boise, ID (208) 590-0325 naacp@naacp-treasurevalley.org	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			21

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 20, 2023, our VP/Market Manager as well as our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.’s Executive Vice President and General Counsel as well as its Director of Centralized HR Operations & Talent Acquisition entitled, “The FCC’s Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers & HR Business Partners.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
<b>2</b>	Management-level training regarding Diversity, Equity, and Inclusion	On July 28, 2023, our SEU’s Market Manager participated in another facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Privilege &amp; Access Roundtable</i> . This session included group discussions, activities, new tools/techniques for everyday interpersonal behaviors that support DEI, and a “DEI Practice Lab” that focused on Privilege and Access.
<b>4</b>	Management-level training regarding Diversity, Equity, and Inclusion	During the months of October and November 2023, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager and Operations Managers—as well as the entire staff were required to complete a Health & Safety Institute (HSI) on-line course entitled, <i>Privilege</i> . This training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concept of Privilege: what it is, scenarios where privilege is seen/experienced, and how to use privilege to advocate for diversity, equity, and inclusion.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Management-level training regarding Diversity, Equity, and Inclusion	On November 15, 2023, our SEU’s Market Manager participated in another facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Advocacy &amp; Allyship Leadership</i> . During this Roundtable, participants explored what it means to be an ally and how to advocate for others. The presentation also provided two important tools for interrupting bias in the moment and intervening after the moment.
6	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of March and April of 2024, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete a series of sessions prepared by the Health & Safety Institute (HSI) entitled, <i>Understanding Harassment and Anti-Harassment – Managers</i> (6 sessions for staff and 9 for managers). The sessions explained what harassment is, provided tips to help understand offenders and targets; offered bystander training; described warning signs, and instructed viewers about how to create a healthy workplace culture. There was additional training for managers about supervisory responsibilities and how to conduct investigations regarding claims of harassment. In order to obtain a certificate of participation, all employees were required to take a quiz following their completion of each session.
7	Management-level training regarding Diversity, Equity, and Inclusion	During the months of March and April of 2024, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course presented in three segments entitled, <i>Isms: Avoiding Isms in the Workplace; Exploring Isms in the Workplace; and Overcoming Isms in the Workplace</i> . These segments defined Isms, explained how they originated, and provided methods to avoid and overcome the behaviors described.



	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>8</b>	Management-level training regarding Diversity, Equity, and Inclusion	During the last two weeks of April 2024, our SEU’s Market Manager and HR Business Partners were required to participate in a further facilitated session and presentation conducted by the Diversity, Equity, and Inclusion advisory firm, H3C, entitled, “Managing through the Lens of Inclusion.” This session was designed as a Leadership Lab—a 60-minute session to briefly discuss the meaning of “managing through the lens of inclusion” and introduce tools, techniques, and methods associated with this topic. Specifically, this session focused on: assessing the culture of the organization/department/team; developing an appreciation of the differences among and between groups so we can value diversity; managing the dynamics of difference to learn to respond appropriately and effectively to the issues that arise in a diverse environment; changing and adopting new policies and practices that support diversity and inclusion; and institutionalizing cultural knowledge so we can drive the changes into the systems of the organization.
<b>9</b>	Management-level training regarding Diversity, Equity, and Inclusion	During the last two weeks of May 2024, our SEU’s Market Manager and HR Business Partners were required to participate in a Check-In Discussion—a 90-minute session—related to the “Managing through the Lens of Inclusion” sessions attended in April 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the DEI-related techniques introduced in the April sessions to discuss which were tried, which worked well, and where adjustments could be made.
<b>10</b>	Scholarship Program	Our SEU’s Market Manager is an Idaho State Broadcasters Association (“ISBA”) Board member and, as such, is an active participant on its Scholarship and Grant Committee. From June 1, 2023, through May 31, 2024, he helped review and evaluate the applications received by the ISBA for scholarships and grants, submitted his recommendations to the scholarship committee, and was involved in the selection of the recipients.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>11</b>	Participate in events sponsored by or on behalf of community organizations related to careers in broadcasting (2)	On April 18, 2024, the American Advertising Federation arranged to bring two different groups of college students to tour our facilities—students from the University of Idaho & Gonzaga University AND students from Idaho State University & Boise State University. Our Market Manager welcomed each group, provided a tour of our stations, and conducted a presentation entitled “Why Radio.” He also spoke with the students about the variety of career opportunities available in radio broadcasting and job openings within the SEU.
<b>12</b>	Participate in Job Fair	On May 14, 2024, our SEU participated in the Idaho Job and Career Fair sponsored by the Idaho Business League which took place at The Courtyard by Marriott in West Boise/Meridian, Idaho. Our Promotions Director attended this event and spoke with interested attendees about the company, career opportunities in radio broadcasting, and job openings within our SEU.