

**KBOI(AM), KBOI-FM, KTIK(AM), KQFC(FM), KKGL(FM), and
KIZN (FM)
EEO PUBLIC FILE REPORT
June 1, 2024 – May 31, 2025**

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
KTIK Program Director & Show Producer	1, 8-42	42
Multimedia Consultant	1, 8-41, 44	44
Multimedia Consultant	1, 8-42	42
Market Account Executive	1-40, 44	44
Market Account Executive	1-41, 44	44
Digital Sales Manager	1-41	10
Multimedia Consultant	1-42	42

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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	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	N	10
2	Adzuna Website www.adzuna.com/	N	0
3	Job Is Job Website www.jobisjob.com/	N	0
4	MyJobHelper Website www.myjobhelper.com/	N	0
5	Oodle Website www.jobs.oodle.com/careers/careers/	N	0
6	The Job Spider www.jobspider.com/	N	0
7	Trovit Website www.trovit.com/	N	0
8	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	N	0
9	Glassdoor Website <i>(not directly contacted by SEU)</i> www.glassdoor.com/index.htm	N	0
10	LinkedIn Website <i>(not directly contacted by SEU)</i> www.linkedin.com/jobs/	N	1
11	Abilities in Jobs www.abilitiesinjobs.com	N	0
12	Asian in Jobs www.asianinjobs.com	N	0
13	Black In Jobs www.blackinjobs.com	N	0
14	Hispanic In Jobs www.hispanicinjobs.com	N	0
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Diversity in Jobs www.diversityinjobs.com	N	0
17	Seniors in Jobs www.seniorsinjobs.com	N	0
18	Women in Jobs www.womeninjobs.com	N	0
19	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
20	Disabled Person www.disAbledperson.com	N	0
21	Hire Black www.hireblack.com	N	0
22	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
23	African American Job Search www.africanamericanjobsearch.com	N	0
24	Asian Job Search www.asianjobsearch.com	N	0
25	LGBT Job Search www.lgbtjobsearch.com	N	0
26	Disabled Job Seekers www.disabledjobseekers.com	N	0
27	US Diversity Job Search www.usdiversityjobsearch.com	N	0
28	Veteran Career Center www.veterancareercenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Idaho Department of Labor - Boise 317 W. Main Street Boise, ID 83702 208-332-3570 boisemail@labor.idaho.gov david.hoag@labor.idaho.gov	N	0
31	Idaho Department of Labor - Caldwell 4514 Thomas Jefferson Caldwell, ID 83605 208-364-7781 canyoncountymail@labor.idaho.gov dave.howerton@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
32	Idaho Refugee Service Program 1607 W Jefferson Boise, ID 83702 (208) 336-4222 kfink@idahorefugees.org	N	0
33	The Arc, Inc - Boise 4402 Albion Street Boise, ID 83705 208-343-5583 mdooley@thearcinc.org	N	0
34	Boise State University Women's Ctr 1910 University Drive Boise, ID 83706 208-426-4259 adrianebang@boisestate.edu	N	0
35	Agency For New Americans 1614 W Jefferson Street Boise, ID 83702 (208) 850-2748 btshibwabwa@jannus.org	N	0
36	Idaho Commission On Hispanic Affairs 2399 S Orchard Street, Suite 102 Boise, ID 83705 (208) 334-3776 ymaris.ortizperez@icha.idaho.gov	N	0
37	Idaho Division of Vocational Rehabilitation 650 W State Street, Room 150 Boise, ID 83720 (208) 334-3390 Jane.Donnellan@vr.idaho.gov	N	0
38	Idaho Division of Vocational Rehabilitation 10200 W Emerald Street, Suite 102 Boise, ID 83704 (208) 327-7017 Alan.Aamodt@vr.idaho.gov	N	0
39	Idaho Division of Vocational Rehabilitation 1755 N Westgate Drive, Suite 140 Boise, ID 83704 (208) 327-7411 Stephanie.Bowles@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
40	Idaho Division of Vocational Rehabilitation 1018 W Sanetta Street Nampa, ID 83651 (208) 465-8414 Heather.Haugen@vr.idaho.gov	N	0
41	Treasure Valley NAACP PO Box 8436 Boise, ID (208) 590-0325 naacp@naacp-treasurevalley.org	N	0
42	Employee Referral	N	3
43	Internal Transfer/Promotion	N	0
44	Lucy Rice/Sales Sense 735 NE 73 rd Avenue Hillsboro, Oregon 97124 www.Ziprecruiter.com <i>(This company distributes notifications about job openings to numerous recruitment sources.)</i>	N	6
			20

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	During the last half of July 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the firm, H3C, entitled, Empathetic Leadership . This session was designed as a Leadership Lab—a 60-minute session to discuss the meaning of “ Empathetic Leadership: Cultivating Trust & Inclusion, ” and introduced tools, techniques, and methods associated with this topic. Specifically, the session focused on equipping leaders with the skills and insights necessary to foster an inclusive and trusting organizational culture. Participants explored the core principles of empathetic leadership and its impact on team dynamics, inclusion, and overall organizational success. By understanding and valuing the perspectives and experiences of others, leaders can build stronger, more cohesive teams and drive positive change.
2	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	Between August 12 th and August 23 rd , 2024, our SEU’s VP/Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the Empathetic Leadership session attended in July 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of techniques introduced in the July session to discuss which were tried, which worked well, and where adjustments could be made.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 14, 2024, our SEU’s 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 VP, Human Resources 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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	During the first half of December 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the firm H3C, entitled, Perpetuating Allyship . This session was designed as a Leadership Lab—a 60-minute session to discuss the meaning of “ Perpetuating Allyship ” and introduced tools, techniques, and methods associated with this topic. Specifically this session focused on: how one becomes an ally; the importance of not practicing performative allyship; the active, consistent, and arduous practice of how persons in a position of privilege and power can unlearn and re-evaluate how to support marginalized individuals; how to understand the needs of others without assuming what they want; how to be more intentional as an ally; and several key do’s and don’ts about allyship
5	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	Between December 16 th and 20 th , 2024, our SEU’s VP/Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the Perpetuating Allyship session attended in early December 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the techniques introduced in the early December session to discuss which were tried, which worked well, and where adjustments could be made.
6	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of April and May of 2025, 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</i> and <i>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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
7	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	During the months of April and May of 2025, this SEU participated in additional training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course, <i>Celebrating Diversity How It Fosters Belonging, Seeing All Sides</i> , and <i>Uncovering All That We Share</i> , presented in three segments. These segments defined how companies and colleagues can make everyone feel part of a group; how practicing empathy helps us see life from someone else's point of view; and the benefits of seeking common ground for the sake of unity.
8	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 Grant Committee. From June 1, 2024 through May 31, 2025, 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.
9	Participate in Job Fair	On August 27, 2024, our SEU participated in the Idaho Job & Career Fair sponsored by the Idaho Business League, which took place at the Riverside Hotel in Boise, Idaho. Our Promotions Director and Director of Sales attended this event and spoke with interested attendees about the company, career opportunities in radio broadcasting, and job openings within our SEU.
10	Participate in Job Fair	On October 30, 2024, our SEU participated in the Idaho Job & Career Fair sponsored by the Idaho Business League, which took place at the Riverside Hotel in Boise, Idaho. Our Promotions Director and Director of Sales attended this event and spoke with interested attendees about the company, career opportunities in radio broadcasting, and job openings within our SEU.
11	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	On November 20, 2024, our SEU's Market Manager was asked to participate in a panel discussion during Leadership Boise's 2024 Media Day. The panel discussed, "The State of the Media Industry." Panel participants offered their views about audience trends, consolidation of media, legislative/regulatory aspects of the industry, the uniqueness of the Treasure Valley media landscape, employment opportunities and challenges, generative AI, and opportunities for businesses to reach their desired audiences.