

**KBOI(AM), KBOI-FM, KTIK(AM), KQFC(FM), KKGL(FM), and  
KIZN (FM)  
EEO PUBLIC FILE REPORT  
June 1, 2022 – May 31, 2023**

**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>
Market Account Executive	1-29, 32-49	1
Director of Sales	1-30, 32-49	30
Market Account Executive	1-29, 32-49	48
Market Account Executive	1-29, 32-37, 40, 49-50	50
Digital Sales Manager	1-29, 32-49	1
Market Account Executive	1-30, 32-49	48

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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	9
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	1
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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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 Career Center</b> <a href="http://www.veterancareercenter.com">www.veterancareercenter.com</a>	N	0
29	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
30	<b>Word-of-Mouth Referral</b>	N	4
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 - Canyon County</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
48	<b>Lucy Rice/Sales Sense</b> 735 NE 73 <sup>rd</sup> Avenue Hillsboro, Oregon 97124 <a href="http://www.Ziprecruiter.com">www.Ziprecruiter.com</a> <i>(This company distributes notifications about job openings to numerous recruitment sources.)</i>	N	6
49	<b>SEU Job Fairs</b> <i>(see Section III)</i>	N	0
50	<b>Idaho Multi-Industry Job &amp; Career Fair</b> <i>(May 2022)</i> <i>(This event was attended during the previous reporting period.)</i>	N	1
<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 regarding Diversity, Equity, and Inclusion	During the month of August 2022, 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 a ThinkZoom course on-line which included five separate segments dealing with Anti-Racism entitled: the Anti-Racism Continuum; Color-Blindness and Why it Doesn't Work; Calling In vs. Calling Out People; Learning to Listen and Listening to Learn; and, Keeping the Momentum going. Each session is designed to offer specific ways every individual can contribute to the ongoing fight against racism.
<b>2</b>	Management-level training regarding Diversity, Equity, and Inclusion	During the months of November/December 2022, 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 a Think Mineral course on-line titled: <i>Your Role in Workplace Diversity</i> . The training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concepts of allyship and how to advocate for diversity, equity, and inclusion.
<b>3</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On January 26, 2023, our SEU's Market Manager participated in a facilitated session and presentation conducted by a Diversity, Equity, and Inclusion ("DEI") advisory firm, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions</i> . This session was a re-fresher which reinforced and built upon the concepts of what Diversity, Equity, and Inclusion are as well as a re-cap regarding Anti-Racism and Bias & Microaggressions, which were addressed through our initial facilitated sessions and our subsequent video trainings.

	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 and harassment	During the months of March and April of 2023, 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 (HIS) entitled, “Understanding Harassment” and “Anti-Harassment – Managers” (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.
5	Management-level training regarding Diversity, Equity, and Inclusion	During the months of March and April of 2023, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete the Health & Safety Institute (HIS) on-line course presented in two segments entitled, “Microaggressions” and “Tokenism.” The segments defined these terms, explained how they originated, and provided methods to overcome these behaviors.
6	Management-level training regarding Diversity, Equity, and Inclusion	On April 11, 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>Cumulus Media Interactive Leadership DEI Sessions</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 Bias and Barriers.
7	Participate in Career Fair	On August 3, 2022, our SEU participated in the Career Fair sponsored by the Idaho Business League which took place at the Nampa Civic Center in Nampa. Our Director of Sales and Promotion Director spoke with attendees about the company, career opportunities in radio broadcasting, and job openings within our SEU.



	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>8</b>	Participate in Career Fair	<p>On September 22, 2022, our SEU participated in the Career Fair sponsored by the Idaho Business League which took place at the Galaxy Event Center in Boise. Our Promotions Director spoke with attendees about the company, career opportunities in radio broadcasting, and job openings within our SEU.</p>
<b>9</b>	Scholarship Program	<p>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, 2022, through May 31, 2023, 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. Our SEU aired Public Service Announcements and posted information about the ISBA Scholarship Program on our stations' websites to encourage participation.</p>