

KIDO, KXLT-FM, KCIX, KSAS-FM, KAWO & KFXD

EEO PUBLIC FILE REPORT

June 1, 2007-May 31, 2008¹

I. VACANCY LIST

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales account executive hired 7/23/07	2,8,3,12,13,1,4,7,21,9,10,11, 25,19,17,26,16	16
KSAS program director hired 5/28/07	1,2,3,4,5,6,7,8,9,10,11,12,21,23, 28	6
KCIX program director hired 6/12/07	1,2,3,4,5,6,7,8,9,10,11,12,21,23, 28	6
Sales Account executive hired 8/20	1,2,3,4,5,7,8,9,10,11,12,13, 22,16,20	19
KIDO morning co-host hired 8/8/07	1,2,3,4,5,7,8,9,10,11,12,13,23,28 ,22	22
KSAS evening DJ/APD hired 6/18/07	1,2,3,4,5,7,8,9,10,11,12,13,24,18 ,19	19
Sales account executive hired 8/6/07	2,8,3,12,13,1,4,7,21,9,10,11, 25,19,17,26,16	19
Sales Account executive hired 8/27	1,2,3,4,5,7,8,9,10,11,12,13, 22,16,20	19
KFXD morning producer hired 7/9/07	1,2,3,4,5,7,8,9,10,11,12,13,19	19
Production Director hired 8/8/07	1,2,3,4,5,7,8,9,10,11,12,13,19,6	19
Sales account executive hired 10/01/07	1,2,3,4,5,7,8,9,10,11,12,13,22,16 ,19	19
Sales account executive hired 10/28/07	1,2,3,4,5,7,8,9,10,11,12,13,22,16 ,19	19
KCIX assistant program director hire 3/12/08	1,2,3,4,5,7,8,9,10,11,12,13, 6,19	6
Sales Account Executive hired 2/28/08	1,2,3,4,5,7,8,9,10,11,12,13, 19	19
Sales Account Executive hired 5/22/08	1,2,3,4,5,7,8,9,10,11,12,13, 19,17	19

¹ This report provides recruitment data collected from May 22, 2007 through June 1, 2008.

KIDO-AM, KXLT-FM, KCIX-FM, KSAS-FM, KAWO-FM & KFXD-AM

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	Boise State University Career Center 1910 University Drive Boise ID 83725 208-426-1747	Yes	
2	ITT Technical Institute Barbra Schafer 12302 W. Explorer Drive Boise ID 83713 208-233-0173	Yes	
3	Idaho Commerce and Labor Monica Nieto 205 E. Water tower Lane Meridian ID 83642 208-364-7785x3594	yes	
4	Idaho Migrant Council Maria Millan 317 Happy Day Road Caldwell ID 83605 208-454-1652	No	
5	YWCA Career Center 720 W. Washington Boise ID, 83702 208-334-3688	No	
6	Allaccess.com	No	11
7	Commission of Hispanic Affairs Lymaris Blackmon 5460 W. Franklin Road Boise ID 83705 208-334-3776	Yes	
8	Idaho Women’s Network Charlette P O Box 1385 Boise ID 83701 208-344-5738	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Diversity Works Sam Byrd 1843 Broadway Ste 201 Boise ID 83706 208-344-9500	No	
10	Idaho Human Rights Center Les Bock 801 S. Capital Blvd. Ste 102 Boise ID 83702 208-345-0304	No	
11	Larry Sellend College Randelle Nabring 1910 University Drive Boise ID 83712 208-426-1431	No	
12	Adult Basic Education ESL at BSU Theresa 4515 N. Chelmsford Ave. Boise ID 86713 F-208-562-2185	Yes	
13	Adult Basic Education ESL @ BSU West Campus Judy F 208-562-3085	Yes	
14	NAB Career Center www.nab.org	No	
15	National Alliance of State Broadcasters Association www.careerpage.org	No	
16	On-air announcements on SEU stations	No	1
17	Personal inquiry	No	3
18	External Referral	No	5
19	Internal Referral	No	13
20	Internal Posting	No	
21	NAACP Treasure Valley Branch Mary Toy P.O. Box 8436 Boise ID 83707 P 395-8300x57 F-395-8333	No	
22	BoiseHelpWanted.com (careerbuilder.com)	No	2
23	Craigslist.com	No	
24	Ccrc.clearchannel.com	No	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Idaho Statesman Classifieds	no	
26	Word of Mouth	no	1
27	Radio&records.com	No	
28	Radionline.com	no	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			38

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program 2 nd quarter '07	Promotions department recruited and interviewed potential interns and hired a promotions intern
2	Internship Program 3rd quarter '07	Promotions department recruited and interviewed potential interns and hired a two promotions intern, one being handicapped as blind
3	Participated in Scholarship Program	The SEU participated in the Idaho State Broadcasters Association scholarship program. The scholarship program is designed for graduating seniors in Idaho schools who will be studying an area of Communications in college. The stations Promoted the scholarship program via on- air announcements and website postings and solicited for entries.
4	Participated in event by local organization interested in broadcasting employment issues	General Manager was a panelist for the Idaho Press Club 11/7/07. Discussed entering the media profession with students, public relations officers and business owners. Also discussed employment opportunities at Peak Broadcasting specifically.
5	Provided training to unaffiliated organization to better prepare job candidates for broadcast positions	Operations Coordinator met with Eric Jones of Boise State Radio, Public Radio, and trained/exposed him on internal operations and duties of different levels of employment to better train and refer job candidates.
6	Internship Program 4th quarter '07	Promotions department recruited and interviewed potential interns and hired a promotions intern
7	Internship Program 1 st quarter '08	Promotions department recruited and interviewed potential interns and hired two promotions intern