

Iliad Media Boise, LLC

**ANNUAL EEO PUBLIC FILE REPORT
(June 1, 2020 – May 31, 2021)**

The purpose of this EEO Public File Report (the “Report”) is to comply with Section 73.2080 (C) (6) of the FCC’s 2002 EEO Rule. The Report is required to be placed in the public inspection files of the stations and on station’s websites (if applicable). Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations and: KSRV-FM, KKOQ-AM, KQBL-FM, KQBL HD2, KQBL HD3, KWYD-FM, & KZMG-FM.

The information contained in the EEO Public File Report covers the period from June 1, 2020 to May 31, 2021. The FCC’s 2002 EEO Rule Requires that this EEO Public File Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including if applicable, organizations entitled to notification pursuant to Section 73.2080 (c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person, telephone number, fax number and email address (if applicable).
3. The recruitment source that referred the hire for each full-time vacancy during the applicable period.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the applicable period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC Rules.

Sections 1, 2 and 3 provide the required information. Please note that the numbers listed on Section 2 under the column entitled “Full-Time Positions for which this Source Was Utilized” refer to the number of the full-time job positions listed on Section 1. As required by Section 73.2080 of the Commission’s Rules, the station has participated in recruitment activities to ensure broad outreach. A list and brief description of the initiatives undertaken is described in Section 3.

EU RECRUITMENT SOURCE LIST

During the period from June 1, 2020 to October 30, 2020, the following recruitment sources were contacted as vacancies for full-time jobs opened. (No source specifically requested to be contacted with job openings.)

	Recruitment Source	Address/Telephone Number	Job Openings/All
1	All Access	Online	1,2
2	Idaho State Broadcasters Association	Online	1,2
3	Idaho Department of Labor	317 W. Main St. Boise, ID 83735. 208-332-3570	1,2,3
4	Boise State University	1173 University Drive Boise, ID 83725. 208-426-1747	1,3
5	Boisehelpwanted.com	Online	1
6	LDS Employment Resource Services	50 E North Temple St. Salt Lake City, UT 84150	1
7	Hire Heroes USA, Mission 43 Initiative	208-424-2635	1
8	Commission of Hispanic Affairs	Online	1,2,3
9	Craiglist.com (Boise)	Online	1,2
10	American Broadcasting School	Online	1,2
11	Indeed	Online	1,2
12	Iliad Media Group website	Online	2,3
13	LinkedIn	Online	1

EU RECRUITMENT SOURCE LIST

In November 2020, a review of the EEO Program for the EU was conducted and several of the previously used recruitment sources were removed because it was found that they were not producing qualified candidates for the job openings posted. Starting December 1, 2020, the following recruitment sources were used for all full-time openings. (No source specifically requested to be contacted with job openings.)

	Recruitment Source	Address/Telephone Number	Job Openings/All
1	Idaho Department of Labor	317 W. Main St. Boise, ID 83735. 208-332-3570	5
2	Indeed	Online	4,5,6
3	Iliad Media Group website	Online	4,5,6
4	LinkedIn	Online	4,5,6

FULL-TIME VACANCIES AND CONTACT LISTS

Account Executive 03/4/20 – 4/3/20

Name of Organization	Address/Phone	Website	Interviewed	Hired	Posted
All Access	Online Only	http://www.allaccess.com/			4-Mar
Idaho State Broadcasters Association	Online only	http://www.idahobroadcasters.org/			4-Mar
Idaho Department of Labor	317 W. Main St. Boise, ID 83735	https://idahoworks.gov/ada/r/employer			4-Mar
Boise State University	1173 University Drive Boise, ID 83725 208-426-1747	https://app.joinhandshake.com/login			4-Mar
BoiseHelpWanted.com	Online only	https://regionalhelpwanted.com/boise/login-employer?next=/boise/employer/			4-Mar
LDS Employment Resource Services	50 E. North Temple St, Salt Lake City, UT 84150	https://www.ldsjobs.org/			4-Mar
Hire Heroes USA, Mission 43 Initiative	Online only	www.hireheroesusa.org/Idaho/			4-Mar
Commission of Hispanic Affairs	Online only	http://icha.idaho.gov/			4-Mar
Referral			2	1	
Craigslist.com (boise)	Online Only	http://boise.craigslist.org/			4-Mar
American Broadcasting School	Online only				4-Mar
Personally delivered to Office	5660 E Franklin Rd Suite 200 Nampa, Idaho 83687				
Indeed	Online Only	https://www.indeed.com/	2		4-Mar
LinkedIn	Online Only		2		4-Mar

FULL-TIME VACANCIES AND CONTACT LISTS

Traffic Manager 10/08/20 – 11/07/20

Name of Organization	Address/Phone	Website	Interviewed	Hired	Posted
AllAccess	Online Only	http://www.allaccess.com/			8-Oct
Idaho State Broadcasters Association	Online only	http://www.idahobroadcasters.org/			8-Oct
Idaho Department of Labor	317 W. Main St. Boise, ID 83735 208-332-3570	https://idahoworks.gov/ada/r/employer			8-Oct
Commission of Hispanic Affairs	Online only	http://icha.idaho.gov/			8-Oct
Referral					
Craigslist.com (boise)	Online Only	http://boise.craigslist.org/			8-Oct
American Broadcasting School	Online only				8-Oct
Personally delived to Office	5660 E Franklin Rd Suite 200 Nampa, Idaho 83687				
Iliad Media Group Website		https://www.iliadmediagroup.com/			8-Oct
Indeed	Online Only	https://www.indeed.com/	2	1	8-Oct

FULL-TIME VACANCIES AND CONTACT LISTS

On-Air Personality 10/30/20 - 11/29/20

Name of Organization	Address/Phone	Website	Interviewed	Hired	Posted
Idaho Department of Labor	317 W. Main St. Boise, ID 83735 208-332-3570	https://idahoworks.gov/ada/r/employer	2		30-Oct
Boise State University	1173 University Drive Boise, ID 83725 208-426-1747	https://app.joinhandshake.com/login			30-Oct
Commission of Hispanic Affairs	Online only	http://icha.idaho.gov/			30-Oct
Referral			1	1	
Personally delivered to Office	5660 E Franklin Rd Suite 200 Nampa, Idaho 83687				
Iliad Media Group website		https://www.iliadmediagroup.com/			30-Oct

FULL-TIME VACANCIES AND CONTACT LISTS

Sales & Marketing Strategist 1/4/21- 02/03/21

Name of Organization	Address/Phone	Website	Interviewed	Hired	Posted
Referral			2		
Iliad Media Group website		https://www.iliadmediagroup.com/			4-Jan
Indeed	Online Only	https://www.indeed.com/	13	2	4-Jan
LinkedIn	Online Only				4-Jan

FULL-TIME VACANCIES AND CONTACT LISTS

Client Success Manager 02/08/21 – 03/07/21

Name of Organization	Address/Phone	Website	Interviewed	Hired	Posted
Idaho Department of Labor	317 W. Main St. Boise, ID 83735 208-332-3570	https://idahoworks.gov/ada/r/employer			8-Feb
Referral					
Personally delived to Office	5660 E Franklin Rd Suite 200 Nampa, Idaho 83687				
Iliad Media Group Website		https://www.iliadmediagroup.com/			8-Feb
Indeed	Online Only	https://www.indeed.com/	1	1	8-Feb
LinkedIn	Online Only			1	8-Feb

FULL-TIME VACANCIES AND CONTACT LISTS

Marketing Copywriter 04/09/21 - 05/09/21

Name of Organization	Address/Phone	Website	Interviewed	Hired	Posted
Referral				1	
Iliad Media Group Website		https://www.iliadmediagroup.com/			9-Apr
Indeed	Online Only	https://www.indeed.com/	4	1	9-Apr
LinkedIn	Online Only				9-Apr

Grand Total Number of Applicants Interviewed: 40

OUTREACH INITIATIVES UNDERTAKEN PURSUANT TO SECTION 73.2080(c)(2)

OUTREACH INITIATIVES

#1

Activity: Management Harassment and Discrimination training
Date of Activity: 4/28/21
Employees: Management personnel
Host: Iliad Media Boise, LLC
Brief Description: Management received a comprehensive training regarding the prevention of harassment and discrimination in the workplace.

OUTREACH INITIATIVES

#2

Activity: Harassment and Discrimination Training
Date of Activity: 4/22/21
Employees: All employees
Host: Iliad Media Boise, LLC
Brief Description: Employees received training regarding the prevention of harassment and discrimination in the workplace.

OUTREACH INITIATIVES

#3

Activity: **Mentoring Program for Employees**

Date of Activity: Ongoing

Brief Description: Our Managers select one or more employees to Mentor. A formal agreement is signed in each case. Many times, this has led to a promotion and higher pay. This has created a culture where all employees are “Training their Replacements.”

OUTREACH INITIATIVES

#4

Activity: **Training program to help employees qualify for higher positions**

Brief Description: Iliad Media Boise, LLC provides training programs to the Programming/Promotions, Digital, Administrative, Engineering, and Sales Department to support the professional growth of our employees. Many of the trainees have been promoted into management or will be incredibly competitive when a position becomes available. We hope to have the problem of having too many skilled employees. Program contains paid subscriptions available to all employees.

OUTREACH INITIATIVES

#5

Activity: Disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

Date of Activity: 4/29/21

Host: On-Air Host KJ Mac

Brief Description: KJ Mac gave a tour to listeners interested in learning about the set up of an at-home studio. KJ Mac covered concepts such as music scheduling and voice tracking. The listeners were informed as to the skills required to obtain a career in radio.

OUTREACH INITIATIVES

#6

Activity: Training provided to help employees qualify for higher positions

Date of Activity: 3/23/21

Brief Description: Employee in our Administrative Department attended an IBA (Independent Broadcasters Association) leadership webinar. The employee learned about leadership skills in the broadcasting industry. The webinar gave a wide range of resources to be an effective leader in radio.

Date of Activity: 4/7/21

Brief Description: Employee in our Administrative Department attended a leadership training provided by Ataraxis PEO. The training highlighted areas such as employee morale, productivity, management, and

OUTREACH INITIATIVES

#7

Activity: **Disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.**

Date of Activity: Ongoing

Brief Description: Quarterly Facebook posts on each individual station Facebook page and Company's Facebook page to inform organizations who provide information regarding opening positions that they can be added to Iliad Media Boise, LLC job posting distribution list.

OUTREACH INITIATIVES

#8

Activity: **Disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.**

Date of Activity: Ongoing

Brief Description: On air and Promotional staff provides applications and information about the requirements to obtain a job in Radio at various Community Events. Often, job applications are available upon request.

OUTREACH INITIATIVES

#9

Activity: **Disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.**

Date of Activity: 5/6/21

Brief Description: Iliad Media Boise, LLC sponsored Business Builder Day with the Idaho Business League. Business Builder Day is a business and job networking event. Job applications were available upon request.