

Annual EEO Public File Report

Boise Office for KDBI(FM), KDBI(AM) and KPDA(FM)

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Stations Employment Unit that is comprised of the following stations: KDBI(FM), KDBI(AM) and KPDA(FM) and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning June 1, 2020 to and including May 31, 2021.

The FCC’s 2002 EEO Rule requires that this 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 7302080 (c) (1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree 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 7302080(c)(2) of the FCC rules.

Appendices 1,2 and 3 which follows have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 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 Appendix 1.

For the purpose of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1 and 2 to

Annual EEO Public File Report Form

Covering the Period from June 1, 2020 to and including May 31, 2021

Stations Comprising Stations Employment Unit:
KDBI(FM), KDBI(AM) and KPDA(FM)

Vacancy Information and Recruitment Source Information*

New Hires: 0

JOB TITLE: On-air Talent

	Email Address	Recruitment Source of Hire	Total Number of Interviewees From All Sources for This Position
1	Indeed.com	Indeed.com	0
2	Job Spider	Jobspider.com	0
3	Jobvertise	Jobvertise.com	0
4	Radio@radiancho.com 5660 E. Franklin Rd Ste 305, Nampa, ID 83687	In House Resume	0
5	Idaho Works	Idahoworks.gov	0

*Vacancy and recruitment information conducted by DC: dc@radiancho.com

Total Number of Persons Interviewed During Applicable Period: 0

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Covering the Period from June 1, 2019 to and including May 31, 2020

Stations Comprising Stations Employment Unit:
KDBI(FM), KDBI(AM) and KPDA(FM)

Vacancy Information and Recruitment Source Information*

New Hires: 0

JOB TITLE: Program Director

	Email Address	Recruitment Source of Hiree	Total Number of Interviewees From All Sources for This Position
1	Indeed.com	Indeed.com	0
2	Job Spider	Jobspider.com	0
3	Jobvertise	Jobvertise.com	0
4	Radio@radiatorancho.com 5660 E. Franklin Rd Ste 305, Nampa, ID 83687	In House Resume	0
5	Idaho Works	Idahoworks.gov	0

*Vacancy and recruitment information conducted by DC: dc@radiatorancho.com

Total Number of Persons Interviewed During Applicable Period: 0

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Stations Comprising Stations Employment Unit:
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Vacancy Information and Recruitment Source Information*

New Hires: 0

JOB TITLE: Account Executive

	Email Address	Recruitment Source of Hiree	Total Number of Interviewees From All Sources for This Position
1	Indeed.com	Indeed.com	0
2	Job Spider	Jobspider.com	0
3	Jobvertise	Jobvertise.com	0
4	Idaho Works	Idahoworks.gov	0
5	<u>Radio@radiancho.com</u> 5660 E. Franklin Rd Ste 305, Nampa, ID 83687	Radio Ads	0
6	Radio@radiancho.com 5660 E. Franklin Rd Ste 305, Nampa, ID 83687	In House Resume	0

*Vacancy and recruitment information conducted by DC: dc@radiancho.com

Total Number of Persons Interviewed During Applicable Period: 0

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from June 1, 2019 to and including May 31, 2020

Stations Comprising Station Employment Unit:

KDBI(FM), KDBI(AM) and KPDA(FM)

Section 3: Supplemental (Non-Vacancy Specific) recruitment Activities undertaken by KDBI(FM), KDBI(AM) KPDA(FM)

	<u>Type of Recruitment Initiative</u>	<u>Brief Description of Activity</u>
1	Outreach to Job Referral organizations	Radio announcements inviting organizations to receive employment vacancy notifications
2		
3		
4		

	<u>Enrichment Training</u>	<u>Brief Description of Activity</u>
1	Benchmark/Zions Bank Remote Deposit Capture	Business manager was trained on a new software for installing scanner and depositing checks.
2	Vcreative vPPO	Production team and Traffic manager attended a new feature training and it was also a refresher for production
3	ZipWhipp	An On-air talent took a training with Zipwhipp-A two-day virtual event designed to celebrate, educate, and elevate the success of businesses using texting.
4	Idaho Hispanic Chamber of Commerce	Annual State of Hispanic Community Virtual Event, provided insight and education into the ever-changing segment of Hispanic Sector, and information growth in Idaho