

Iliad Media Boise, LLC

**ANNUAL EEO PUBLIC FILE REPORT
(June 1, 2021 – May 31, 2022)**

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, KSRV-HD2, KKO-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, 2021, to May 31, 2022. 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.

FULL-TIME VACANCIES AND CONTACT LISTS

Front Desk Receptionist 06/02/21 – 07/02/21

Name of Organization	Address/Phone	Website	Interviewed	Hired	Posted
Idaho Department of Labor		https://idahoworks.gov			6/2/2021
Referral					
Personally delived to Office	5660 E Franklin Rd Suite 200 Nampa, Idaho 83687				
Iliad Media Group Website		https://www.iliadmediagroup.com/			6/2/2021
Indeed	Online Only	https://www.indeed.com/	4	1	6/2/2021
LinkedIn	Online Only	https://www.linkedin.com/			6/7/2021

FULL-TIME VACANCIES AND CONTACT LISTS

Client Success Manager 06/07/21 - 07/07/21

Name of Organization	Address/Phone	Website	Interviewed	Hired	Posted
Idaho Department of Labor		https://idahoworks.gov			6/10/2021
Referral				1	
Personally delivered to Office	5660 E Franklin Rd Suite 200 Nampa, Idaho 83687				
Iliad Media Group Website		https://www.iliadmediagroup.com/			6/9/2021
Indeed	Online Only	https://www.indeed.com/			6/7/2021
LinkedIn	Online Only	https://www.linkedin.com/	1		6/8/2021

FULL-TIME VACANCIES AND CONTACT LISTS

Office Assistant 08/26/21- 09/26/21

Name of Organization	Address/Phone	Website	Interviewed	Hired	Posted
Idaho Department of Labor		https://idahoworks.gov			8/26/2021
Referral					
Personally delivered to Office	5660 E Franklin Rd Suite 200 Nampa, Idaho 83687				
Iliad Media Group Website		https://www.iliadmediagroup.com/			8/26/2021
Indeed	Online Only	https://www.indeed.com/	6	1	8/26/2021
LinkedIn	Online Only	https://www.linkedin.com/			8/26/2021

FULL-TIME VACANCIES AND CONTACT LISTS

Program Director 09/01/21 – 10/01/21

Name of Organization	Address/Phone	Website	Interviewed	Hired	Posted
Idaho Department of Labor		https://idahoworks.gov/ada			9/1/2021
Referral			1	1	
Personally delivered to Office	5660 E Franklin Rd Suite 200 Nampa, Idaho 83687				
Iliad Media Group Website		https://www.iliadmediagroup.com/			9/1/2021
Indeed	Online Only	https://www.indeed.com/	1		9/1/2021
LinkedIn	Online Only	https://www.linkedin.com/			9/1/2021

FULL-TIME VACANCIES AND CONTACT LISTS

Sales & Marketing Strategist 07/19/21 - 11/19/21

Name of Organization	Address/Phone	Website	Interviewed	Hired	Posted
Idaho Department of Labor		https://idahoworks.gov			7/19/2021
Referral			1	1	
Personally delived to Office	5660 E Franklin Rd Suite 200 Nampa, Idaho 83687				
Iliad Media Group Website		https://www.iliadmediagroup.com/			7/19/2021
Indeed	Online Only	https://www.indeed.com/	5	1	7/19/2021
LinkedIn	Online Only	https://www.linkedin.com/	4		7/19/2021

FULL-TIME VACANCIES AND CONTACT LISTS

Traffic Director 10/04/21 - 11/04/21

Name of Organization	Address/Phone	Website	Interviewed	Hired	Posted
Idaho Department of Labor		https://idahoworks.gov/			10/4/2021
Referral			1		
Personally delived to Office	5660 E Franklin Rd Suite 200 Nampa, Idaho 83687				
Iliad Media Group Website		https://www.iliadmediagroup.com/			10/4/2021
Indeed	Online Only	https://www.indeed.com/	5	1	10/4/2021
LinkedIn	Online Only	https://www.linkedin.com/			10/4/2021

FULL-TIME VACANCIES AND CONTACT LISTS

Web Designer/Developer 10/15/21 - 11/15/21

Name of Organization	Address/Phone	Website	Interviewed	Hired	Posted
Idaho Department of Labor		https://idahoworks.gov/ada/r/employer			10/15/2021
Referral					
Personally delivered to Office	5660 E Franklin Rd Suite 200 Nampa, Idaho 83687				
Iliad Media Group Website		https://www.iliadmediagroup.com/			10/15/2021
Indeed	Online Only	https://www.indeed.com/	4	1	10/15/2021
LinkedIn	Online Only				10/15/2021

FULL-TIME VACANCIES AND CONTACT LISTS

Media Sales & Marketing Strategist 12/17/21 - 03/01/22

Name of Organization	Address/Phone	Website	Interviewed	Hired	Posted
Idaho Department of Labor		https://idahoworks.gov/	1		12/17/2021
Referral			1	1	
Personally delived to Office	5660 E Franklin Rd Suite 200 Nampa, Idaho 83687				
Iliad Media Group Website		https://www.iliadmediagroup.com/			12/17/2021
Indeed	Online Only	https://www.indeed.com/	5		12/17/2021
LinkedIn	Online Only	https://www.linkedin.com/	4	1	12/17/2021

Grand Total Number of Applicants Interviewed: 54

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

OUTREACH INITIATIVES

#1

Activity: Harassment and Discrimination Training
Date of Activity: 4/18/22
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

#2

Activity: Management Harassment and Discrimination training
Date of Activity: 4/20/22
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

#3

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

Brief Description: Iliad Media Boise, LLC provides training programs to the Programming/Promotions, Marketing, 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

#4

Activity: Training provided to help employees qualify for higher positions

Date of Activity: June & July 2021

Brief Description: On-Air Host received certification in Google AdSense. Host received training in Google Search campaigns and Google Display Ad campaigns.

OUTREACH INITIATIVES

#5

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

Date of Activity: *5/26/22-5/27/22*

Brief Description: Marketing Director attended the Illuminate Virtual Workshop. The workshop is intended to provide communication and leadership training. The participants learned how to sustain interest and commitment by delivering an ongoing stream of meaningful and relevant communication—articulated with clarity, certainty, and empathy.

OUTREACH INITIATIVES

#6

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

Date of Activity: 06/16/21

Host: On-Air Staff KQBL FM, KSRV FM, KZMG FM, KWYD FM

Brief Description: On-Air staff gave a tour of the studio facilities to High School students from Elevate Academy. Elevate Academy is a high school that guides students toward a trade rather than a traditional college education. Students were instructed in basic radio programming, formats, and how we now use no less than three different computer programs every morning. They saw how the music is programmed and isn't just left to the person in the studio. They were able to see how the phones are used, recorded, and turned into an on-air audio. Students were informed as to the skills required to obtain a career in radio.

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: 06/21/21

Host: IBL Events

Brief Description: Iliad Media Group attended a job fair hosted by IBL Events. Members of Iliad Media Group interacted with several people interested to learn about the company and the radio industry. Job applications were distributed at the event.

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: 10/04/21

Host: On-air Host Rick Dunn

Brief Description: Rick spoke to a listener interested in the radio industry about the skills required to obtain a career in radio. Additionally, the listener received a job application.

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: 11/16/21

Host: IBL Events

Brief Description: Iliad Media Group attended a job fair hosted by IBL Events. Members of Iliad Media Group interacted with several people interested to learn about the company and the radio industry. Job applications were distributed at the event.

OUTREACH INITIATIVES

#10

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

Date of Activity: 11/18/2021

Host: On-Air Host and Program Director Isaiah Twitty

Brief Description: Isaiah hosted a job shadow with a student from Union High School. The student was interested in all different jobs available in the radio industry. The student was able to interact with several employees who shared the skills needed to perform each job. The student received a tour of the studio facility.

OUTREACH INITIATIVES

#11

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

Date of Activity: 1/17/2022

Host: Sales Manager

Brief Description: Sales Manager met with a former Boise State University student to provide guidance on a project for a communications class. The student was interested in learning more about a possible career in show production in radio.

OUTREACH INITIATIVES

#12

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

Date of Activity: 3/10/2022

Host: On-Air Host and Program Director Isaiah Twitty

Brief Description: Isaiah gave a tour of the studio facility to a Union High School student. The student was able to interact with several employees who shared information regarding their specific positions within the company. The student got to interview Isaiah about his radio journey and learn about the skills required to obtain a career in radio.

OUTREACH INITIATIVES

#13

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

Date of Activity: 4/01/2022

Host: Vice President of Operations James Garner

Brief Description: James hosted a job shadow and career interview with a Sophomore at Compass High School in Meridian, ID. The student was interested in learning more about a career in radio. James discussed with the student how a person gets an education for the radio industry, how to start working in the industry, and how to grow and advance your career.

OUTREACH INITIATIVES

#14

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

Date of Activity: 4/5/22

Host: IBL Events

Brief Description: Iliad Media Group attended a job fair hosted by IBL Events. Members of Iliad Media Group interacted with several people interested to learn about the company and the radio industry. Job applications were distributed at the event.

OUTREACH INITIATIVES

#15

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

Date of Activity: 4/19/2022

Host: Senior Account Executive

Brief Description: We had a senior from Boise State University job shadowing a Senior Account Executive for a day. The goal was to help the student complete a “Professional Selling” class assignment to receive a bachelor’s degree in marketing.

OUTREACH INITIATIVES

#16

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

#17

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.