



## **BOISE STATE PUBLIC RADIO ANNUAL EEO PUBLIC FILE REPORT**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rule. In cooperation with its licensee, Idaho State Board of Education and the Human Resources Department of Boise State University (BSU), this Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KBSU, Boise; KBSX, Boise; KBSY, Burley; KBSJ, Jackpot, NV; KBSK, McCall; KBSQ, McCall; KBSM, McCall; KBSS, Sun Valley; and KBSW, Twin Falls, and is required to be placed in the online public inspection files of these stations. The information in this Report covers the period beginning June 1, 2021 to and including May 31, 2022 (the “Applicable Period”).

The FCC’s EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations 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 EEO Rule, which should be separately identified), identified by name, address, contact person and telephonenumber.
3. The recruitment source that referred the hired 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 in connections with such vacancies.
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

| <b>Job Title</b>                    | <b>Total Interviewed for the Position</b> | <b>Recruitment Source (Total Number Referred by Recruitment Source)</b> | <b>Recruitment Source that Referred the Persons Hired</b> |
|-------------------------------------|---|---|---|
| Business Operations Manager, Senior | 5   | 1-Linkedin<br>3-BSU Website<br>1-BSPR ad                                | BSU Website   |
| BSPR Digital Content coordinator    | 5   | 1-Indeed<br>3-Linkedin<br>1-BSU Website                                 | Linkedin  |
| Assistant Producer, Idaho Matters   | 1   | Employee Referral   | Employee Referral   |

### Recruitment Source Detail:

| Source                                   | Contact                                    | Address  | Phone        |
|--|--|--|--------------|
| Association of Fundraising Professionals | Webmaster                                  | 4300 Wilson Blvd, Ste 300<br>Arlington, VA 22203           | 703-684-0410 |
| Boise State Public Radio Facebook        | Lacey Daley                                | 1910 University Dr<br>Boise, ID 83725-1916                 | 208-426-3629 |
| Boise State Public Radio Twitter         | Lacey Daley                                | 1910 University Dr<br>Boise, ID 83725-1916                 | 208-426-3629 |
| Boise State Public Radio website         | Lacey Daley                                | 1910 University Dr<br>Boise, ID 83725-1916                 | 208-426-3629 |
| Boise State University Careers page      | Christine Uria/Boise State Human Resources | 1910 University Dr<br>Boise, ID 83725-1265                 | 208-426-1616 |
| BoisIdahoJobs.com                        | Webmaster                                  | Unavailable  | 800-225-1372 |
| CPB Jobline                              | Webmaster                                  | 901 E St, NW<br>Washington D.C. 20004                      | 202-879-9600 |
| <i>Current Magazine</i>                  | Alyne Ellis                                | 6930 Carroll Ave, Ste 625<br>Takoma Park, MD 20912         | 202-320-3275 |
| Greater Public Jobline                   | Webmaster                                  | 401 N 3 <sup>rd</sup> St, Ste 370<br>Minneapolis, MN 55401 | 612-677-1508 |
| HigherEdJobs.com                         | Unavailable                                | 715 Lake St, Ste 400<br>Oak Park, IL 60301                 | 708-848-4351 |
| High Country News                        | Webmaster                                  | 119 Grand Ave<br>Paonia, CO 81428                          | 970-527-4898 |
| Idaho Nonprofit Center                   | Webmaster                                  | 5257 W Fairview Avenue<br>Ste #260<br>Boise, ID 83706      | 208-424-2229 |
| Idaho Press Club                         | Martha Borchers                            | P.O. Box 2221<br>Boise, ID 83701                           | 208-389-2879 |
| Indeed.com                               | Webmaster                                  | 7501 N Capital of TX Hwy<br>Austin, TX 78731               | 800-462-5842 |
| JournalismJobs.com                       | Webmaster                                  | Unavailable  | 510-508-7386 |

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| LinkedIn (Boise State Public Radio)   | Kristin Jackson or Lacey Daley (BSPR)      | 1910 University Dr<br>Boise, ID 83725-1916             | 208-426-3663 |
| LinkedIn (Boise State University)   | Christine Uria/Boise State Human Resources | 1910 University Dr<br>Boise, ID 83725-1265             | 208-426-1616 |
| National Alliance of State Broadcasting Associations (Idaho State Broadcasters Association)   | Webmaster                                  | 445 Union Blvd<br>Lakewood, CO 80228                   | 720-536-5427 |
| PRADO (Public Radio Association of Development Officers) Listserv   | Mary Hendley                               | 900 S Crouse Ave<br>Syracuse, NY 13244                 | 315-443-1870 |
| PRNDI (Public Radio News Directors Incorporated)/PMJA   | Chris Diers                                | PO Box 838<br>Sturgis, SD 57785-0838                   | 605-490-3033 |
| State of Idaho – Division of Human Resources  | Christine Uria/Boise State Human Resources | 1910 University Dr<br>Boise, ID 83725-1265             | 208-426-1616 |
| <a href="https://thegroundtruthproject.org/">https://thegroundtruthproject.org/</a> & <a href="https://www.reportforamerica.org/">https://www.reportforamerica.org/</a> | Webmaster                                  | 1600 El Camino Real, Suite 155<br>Menlo Park, CA 94025 | 650-319-7808 |

## **Boise State Public Radio's Supplemental Outreach Initiatives**

### **June 1, 2021 through May 31, 2022**

This section summarizes Boise State Public Radio's supplementary outreach to broaden dissemination of employment opportunities with the station and information about careers in public media.

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| <b>1. Establishing an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</b>  |
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| <b>June 2021-May 2022:</b> Four area college students completed our formal Spring-Fall internship program. The goal of the Boise State Public Radio (BSPR) internship program is to provide students with the opportunity to learn various facets of the news business from inside a working newsroom. By seeing the processes of planning and executing daily news content, students come away with a better understanding of the way modern media works. Sáša Woodruff was the supervisor of the program. Due to Covid-19 issues the internships have been a combination of remote and in person participation.  |
| <b>2. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions.</b>  |
| <b>Ongoing:</b> As a department at Boise State University, Boise State Public Radio is served by multiple recruiters in the Human Resources department, with our main recruiter being Christine Uria. The recruiters frequently attend community and educational job fairs to inform visitors about open positions at the University and discuss career opportunities. Boise State Public Radio positions are included in the information disbursed to job fair guests, and recruiters notify Boise State Public Radio HR regarding attendees interested in broadcasting opportunities specifically. Specific dates of job fairs were: February 10, March 10, 2022 with a student focus. |
| <b>3. Participation in job banks, internet programs, and other programs designed to promote outreach generally (i.e. that are not primarily directed to providing notices of specific job vacancies).</b>  |
| <b>Ongoing:</b> Boise State Public Radio posts positions and actively participates year-round with the Idaho State Broadcasters Association to encourage local engagement with other broadcasters and the public.  |

#### 4. Other

**Ongoing:** Boise State Public Radio values participation in industry organizations and coalitions that are continuously working to further the field of public media, for both our staff and the greater public. Our management team is individually members of the following organizations: Public Radio News Directors Incorporated (PRNDI)/PMJA, Public Media Business Association (PMBA), Public Radio Program Directors Association (PRPD), Society of Broadcast Engineers (SBE), the Idaho Press Club and working groups like Federal Emergency Management Agency-Integrated Public Alert & Warning System (FEMA-IPAWS). Additionally, Boise State Public Radio is a member station and board member of Western States Public Radio (WSPR) and is also a Greater Public member station, supporting their mission to advance public media organizations across the country. Boise State Public Radio also participates with The Groundtruth Project and Report for America. (<https://thegroundtruthproject.org/>) A sixth hire in 2022, a general assignment reporter, was recruited through the innovative grant program, the GroundTruth Project. The grantors reviewed hundreds of applications and recommended 4 finalists for the BSPR SEU to interview, from which group we selected and hired a finalist who will be mentored by more experienced reporters on BSPR's news staff. The Groundtruth Project is an award-winning, independent, non-partisan, nonprofit news organization dedicated to supporting and developing the next generation of journalists.