

KBXL(FM), KDZY(FM), KSPD(AM), KRTK(AM), KUJJ(FM)
EEO PUBLIC FILE REPORT
06/01/2016 – 05/31/2017

KSPD, Inc., the licensee of stations KBXL(FM), KDZY(FM), KSPD(AM), and KRTK(AM) is a religious broadcaster as defined by the regulations of the Federal Communications Commission. See 47 C.F.R. § 73.2080(c)(1); Review of the Commission's Broadcast and Cable Equal Employment Opportunity Rules and Policies, 17 FCC Rcd. 24018 (2002). As a religious broadcaster, KSPD, Inc. has established a religious qualification for all employee positions at KBXL(FM), KDZY(FM), KSPD(AM), and KRTK(AM). In accordance with the FCC's rules, KSPD, Inc. makes reasonable, good faith efforts to recruit applicants, without regard to race, color, national origin or gender, among those who are qualified based for employment on their religious belief or affiliation. Listed below are the full-time vacancies filled during the reporting period, followed by a master recruitment source list, which provides information concerning the sources used during the reporting period to solicit applicants.

I. VACANCY LIST

See the Master Recruitment Source List ("MRSL") in the next section for recruitment source data

| Job Title | Recruitment Sources Used to Fill Vacancy | Recruitment Source Referring Hiree | Date Filled |
|----------------------|--|------------------------------------|-------------|
| Administrative Asst. | 1-9 | 9 | 06/15/16 |
| Account Executive | 1-8 | 8 | 04/15/17 |

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II. MASTER RECRUITMENT SOURCE LIST

| RS Number | RS Information |
|-----------|--|
| 1 | Station on-air announcements |
| 2 | Indeed.com |
| 3 | Idaho Department of Labor, 317 W. Main St Boise, ID 83735 Phone (208) 332-3575 |
| 4 | Boise State University Career Center 1910 University Dr. Boise, ID 83725 208-426-1156 |
| 5 | Idaho Press Tribune Jennifer Bertain PO Box 9399 Nampa, ID 83652 208-465-8175 |
| 6 | Email sent to area Churches (Appx. 15) |
| 7 | NNU Career Center Deb Cano Career Center Assisnat 623 University Blvd. Nampa, ID 83686 (208) 467-8767 |
| 8 | On-air Announcements |
| 9 | Personal Referral – Sandy Jones |