

KBXL(FM), KDZY(FM), KSPD(AM), KUJJ(FM)
EEO PUBLIC FILE REPORT
06/01/2019 – 05/31/2020

KSPD, Inc., the licensee of stations KBXL(FM), KDZY(FM), KSPD(AM), and KUJJ(FM) 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 KUJJ(FM) 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
Operations Assistant	1-3	3	01/06/20

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II. MASTER RECRUITMENT SOURCE LIST

RS Number	RS Information
1	NNU Career Center 623 University Blvd. Nampa, ID 83686 Phone: (208)467-8767
2	Personal Referral
3	Internal Promotion