

**KBXL(FM), KDZY(FM), KSPD(AM), KUJJ(FM)  
EEO PUBLIC FILE REPORT  
06/01/2020 – 05/31/2021**

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
Administrative Assistant	1-7	6	07/13/20
Account Executive	1-7	1	02/22/21

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**II. MASTER RECRUITMENT SOURCE LIST**

RS Number	RS Information
1	Station on-air announcements
2	Indeed.com
3	Northwest Nazarene University Handshake Website 623 S University Blvd, Nampa, ID 83686 <b>(208) 467-8011</b>
4	Boise State University Handshake Website 1910 University Dr. Boise, ID 83725 208-426-1000
5	Radio Station Website
6	Social Media Posting
7	Idaho Department of Labor 317 W Main St Boise, ID 83735 208-332-3575