

**IMPACT RADIO GROUP**  
**ANNUAL EEO PUBLIC FILE REPORT**  
**(June 1, 2015 – May 31, 2016)**

**SINCE THIS STATION (KSRV-AM) IS PART OF A LARGER EMPLOYMENT GROUP LOCATED IN IDAHO, THIS REPORT WAS PLACED IN THE STATION'S PUBLIC FILE ON THE IDAHO ANNUAL EEO PUBLIC FILE REPORTING DEADLINE (May 31<sup>st</sup>, 2016)**

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-AM, KNFL-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, 2015 to May 31, 2016. 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

## Director of First Impressions 8/28/15 – 9/28/15

Name of Organization	Address/Phone	Email/Contact	Website	Interviewed	Hired
Craigslist.com (boise)	Online Only		<a href="http://boise.craigslist.org/">http://boise.craigslist.org/</a>	10	
Idaho State Broadcasters Association	Online only	email Post to isba@qwestoffice.net	<a href="http://www.idahobroadcasters.org/">http://www.idahobroadcasters.org/</a>		
OAB - Oregon Association of Broadcasters	1750 SW. Hampton St. Ste 240 Portland, OR 97223 503-443-2299	email: theoab@theoab.org	<a href="http://www.theoab.org/">http://www.theoab.org/</a>		
Idaho Department of Labor	317 W. Main St. Boise, ID 83735 208-332-3570		<a href="http://idahoworks.gov">idahoworks.gov</a>		
				1	
University of Idaho - Vandal Career Connection	PO Box 442534 Moscow ID 83844 208-885-6111	career@uidaho.edu Noell Kinyon nkinyon@uidaho.edu	<a href="https://uidaho.joinhandshake.com/auth?auth=standard">https://uidaho.joinhandshake.com/auth?auth=standard</a>		
				1	
Boise State University	1173 University Drive Boise, ID 83725 208-426-1747	career@boisestate.edu BroncoJobs	career.boisestate.edu		
BoiseHelpWanted.com	Online only	shelby.marion@ontargetjobs.com	<a href="http://www.BoiseHelpWanted.com/employer/">www.BoiseHelpWanted.com/employer/</a>		
				1	
LDS Employment Resource Services	Patrick Hugh McLane 50 E. North Temple St, Salt Lake City, UT 84150	<a href="mailto:pmclane007@yahoo.com">pmclane007@yahoo.com</a>			
College of Western Idaho CWI	2407 Caldwell Blvd. Nampa, Idaho 83651 208-562-3000	hr@cwidaho.cc	<a href="http://hr@cwidaho.cc">hr@cwidaho.cc</a>		
				1	1
Commission of Hispanic Affairs	5460 W. Franklin Rd. Boise, ID 83705	email: lymaris.blackmon@icha.idaho.gov Lymaris Blackmon	<a href="http://icha.idaho.gov/">http://icha.idaho.gov/</a>		
Referral					
				2	

# FULL-TIME VACANCIES AND CONTACT LISTS

## Sales Manager 10/13/15 – 11/15/15

Name of Organization	Address/Phone	Email/Contact	Website	Interviewed	Hired
Craigslist.com (boise)	Online Only		<a href="http://boise.craigslist.org/">http://boise.craigslist.org/</a>	1	
Idaho Department of Labor	317 W. Main St. Boise, ID 83735 208-332-3570		<a href="http://idahoworks.gov">idahoworks.gov</a>		
BoiseHelpWanted.com	Online only	shelby.marion@ontargetjobs.com	<a href="http://www.BoiseHelpWanted.com/employer/">www.BoiseHelpWanted.com/employer/</a>	2	
LDS Employment Resource Services	Patrick Hugh McLane 50 E. North Temple St, Salt Lake City, UT 84150	<a href="mailto:pmclane007@yahoo.com">pmclane007@yahoo.com</a>	<a href="http://www.ldsjobs.org">www.ldsjobs.org</a>		
Commission of Hispanic Affairs	5460 W. Franklin Rd. Boise, ID 83705	email: <a href="mailto:lymaris.blackmon@icha.idaho.gov">lymaris.blackmon@icha.idaho.gov</a> Lymaris Blackmon	<a href="http://icha.idaho.gov/">http://icha.idaho.gov/</a>		
Referral				1	1

# FULL-TIME VACANCIES AND CONTACT LISTS

## Traffic and AR Assistant 01/19/16 – 2/20/16

Name of Organization	Address/Phone	Email/Contact	Website	Interviewed	Hired
AllAccess	Online Only		<a href="http://www.allaccess.com/">http://www.allaccess.com/</a>		
Idaho State Broadcasters Association	Online only	email Post to isba@qwestoffice.net	<a href="http://www.idahobroadcasters.org/">http://www.idahobroadcasters.org/</a>		
Idaho Department of Labor	317 W. Main St. Boise, ID 83735 208-332-3570		<a href="http://idahoworks.gov">idahoworks.gov</a>	1	
University of Idaho - Vandal Career Connection	PO Box 442534 Moscow ID 83844 208-885-6111	career@uidaho.edu Noell Kinyon nkinyon@uidaho.edu	<a href="http://uidaho.joinhandshake.com">uidaho.joinhandshake.com</a>		
Boise State University	1173 University Drive Boise, ID 83725 208-426-1747	career@boisestate.edu BroncoJobs	<a href="https://boisestate-csm.symlicity.com/employers/">https://boisestate-csm.symlicity.com/employers/</a>		
BoiseHelpWanted.com	Online only	shelby.marion@ontargetjobs.com	<a href="http://www.BoiseHelpWanted.com/employer/">www.BoiseHelpWanted.com/employer/</a>	2	
LDS Employment Resource Services	Patrick Hugh McLane 50 E. North Temple St, Salt Lake City, UT 84150	<a href="mailto:pmclane007@yahoo.com">pmclane007@yahoo.com</a>	<a href="https://www.ldsjobs.org/">https://www.ldsjobs.org/</a>		
College of Western Idaho CWI	2407 Caldwell Blvd. Nampa, Idaho 83651 208-562-3000	hr@cwidaho.cc	<a href="https://cwidaho-csm.symlicity.com/employers/index.php">https://cwidaho-csm.symlicity.com/employers/index.php</a>	1	
Commission of Hispanic Affairs	5460 W. Franklin Rd. Boise, ID 83705	email: lymaris.blackmon@icha.idaho.gov Lymaris Blackmon	<a href="http://icha.idaho.gov/">http://icha.idaho.gov/</a>		
Craigslist.com (boise)	Online Only		<a href="http://boise.craigslist.org/">http://boise.craigslist.org/</a>	1	1

# FULL-TIME VACANCIES AND CONTACT LISTS

## On Air Personality 01/19/26 – 02/19/26

Name of Organization	Address/Phone	Email/Contact	Website	Interviewed	Hired
AllAccess	Online Only		<a href="http://www.allaccess.com/">http://www.allaccess.com/</a>	4	
Idaho State Broadcasters Association	Online only	email Post to isba@qwestoffice.net	<a href="http://www.idahobroadcasters.org/">http://www.idahobroadcasters.org/</a>		
Idaho Department of Labor	317 W. Main St. Boise, ID 83735 208-332-3570		<a href="http://idahoworks.gov">idahoworks.gov</a>		
University of Idaho - Vandal Career Connection	PO Box 442534 Moscow ID 83844 208-885-6111	career@uidaho.edu Noell Kinyon nkinyon@uidaho.edu	<a href="http://uidaho.joinhandshake.com">uidaho.joinhandshake.com</a>		
Boise State University	1173 University Drive Boise, ID 83725 208-426-1747	career@boisestate.edu BroncoJobs	<a href="https://boisestate-csm.symplicity.com/employers/">https://boisestate-csm.symplicity.com/employers/</a>		
BoiseHelpWanted.com	Online only	shelby.marion@ontargetjobs.com	<a href="http://www.BoiseHelpWanted.com/employer/">www.BoiseHelpWanted.com/employer/</a>	2	
LDS Employment Resource Services	Patrick Hugh McLane 50 E. North Temple St, Salt Lake City, UT 84150	<a href="mailto:pmclane007@yahoo.com">pmclane007@yahoo.com</a>	<a href="https://www.ldsjobs.org/">https://www.ldsjobs.org/</a>		
College of Western Idaho CWI	2407 Caldwell Blvd. Nampa, Idaho 83651 208-562-3000	hr@cwidaho.cc	<a href="https://cwidaho-csm.symplicity.com/employers/index.php">https://cwidaho-csm.symplicity.com/employers/index.php</a>		
Commission of Hispanic Affairs	5460 W. Franklin Rd. Boise, ID 83705	<a href="mailto:lymaris.blackmon@icha.idaho.gov">lymaris.blackmon@icha.idaho.gov</a> Lymaris Blackmon	<a href="http://icha.idaho.gov/">http://icha.idaho.gov/</a>		
Referral				1	1

# FULL-TIME VACANCIES AND CONTACT LISTS

## Digital Director 11/2/15 – 12/15/15

Name of Organization	Address/Phone	Email/Contact	Website	Interviewed	Hired
Craigslist.com (boise)	Online Only		<a href="http://boise.craigslist.org/">http://boise.craigslist.org/</a>		
				1	
AllAccess	Online Only		<a href="http://www.allaccess.com/">http://www.allaccess.com/</a>		
Idaho State Broadcasters Association	Online only	email Post to isba@qwestoffice.net	<a href="http://www.idahobroadcasters.org/">http://www.idahobroadcasters.org/</a>		
Idaho Department of Labor	317 W. Main St. Boise, ID 83735 208-332-3570		<a href="http://idahoworks.gov">idahoworks.gov</a>		
University of Idaho - Vandal Career Connection	PO Box 442534 Moscow ID 83844 208-885-6111	career@uidaho.edu Noell Kinyon nkinyon@uidaho.edu	<a href="http://uidaho.joinhandshake.com">uidaho.joinhandshake.com</a>		
Boise State University	1173 University Drive Boise, ID 83725 208-426-1747	career@boisestate.edu BroncoJobs	career.boisestate.edu		
BoiseHelpWanted.com	Online only	shelby.marion@ontargetjobs.com	<a href="http://www.BoiseHelpWanted.com/employer/">www.BoiseHelpWanted.com/employer/</a>		
LDS Employment Resource Services	Patrick Hugh McLane 50 E. North Temple St, Salt Lake City, UT 84150	<a href="mailto:pmclane007@yahoo.com">pmclane007@yahoo.com</a>	<a href="https://www.ldsjobs.org/">https://www.ldsjobs.org/</a>		
College of Western Idaho CWI	2407 Caldwell Blvd. Nampa, Idaho 83651 208-562-3000	hr@cwidaho.cc	<a href="http://cwidaho.cc/current-students/mycareernetwork">http://cwidaho.cc/current-students/mycareernetwork</a>		
Commission of Hispanic Affairs	5460 W. Franklin Rd. Boise, ID 83705	email: lymaris.blackmon@icha.idaho.gov Lymaris Blackmon	<a href="http://icha.idaho.gov/">http://icha.idaho.gov/</a>		
Referral				1	1

# FULL-TIME VACANCIES AND CONTACT LISTS

## Account Executive 6/1/15 – Current

Name of Organization	Address/Phone	Email/Contact	Website	Interviewed	Hired
AllAccess	Online Only		<a href="http://www.allaccess.com/">http://www.allaccess.com/</a>		
Idaho State Broadcasters Association	Online only	email Post to isba@qwestoffice.net didn't post	<a href="http://www.idahobroadcasters.org/">http://www.idahobroadcasters.org/</a>		
Idaho Department of Labor	317 W. Main St. Boise, ID 83735 208-332-3570		<a href="http://idahoworks.gov">idahoworks.gov</a>		
University of Idaho - Vandal Career Connection	PO Box 442534 Moscow ID 83844 208-885-6111	career@uidaho.edu Noell Kinyon nkinyon@uidaho.edu	<a href="http://uidaho.joinhandshake.com">uidaho.joinhandshake.com</a>		
Boise State University	1173 University Drive Boise, ID 83725 208-426-1747	career@boisestate.edu BroncoJobs	<a href="https://boisestate-csm.symplicity.com/employers/">https://boisestate-csm.symplicity.com/employers/</a>		
BoiseHelpWanted.com	Online only	shelby.marion@ontargetjobs.com	<a href="http://www.BoiseHelpWanted.com/employer/">www.BoiseHelpWanted.com/employer/</a>		9
LDS Employment Resource Services	Patrick Hugh McLane 50 E. North Temple St, Salt Lake City, UT 84150	<a href="mailto:pmclane007@yahoo.com">pmclane007@yahoo.com</a>	<a href="https://www.ldsjobs.org/">https://www.ldsjobs.org/</a>		
College of Western Idaho CWI	2407 Caldwell Blvd. Nampa, Idaho 83651 208-562-3000	hr@cwidaho.cc	<a href="https://cwidaho-csm.symplicity.com/employers/index.php">https://cwidaho-csm.symplicity.com/employers/index.php</a>		
Commission of Hispanic Affairs	5460 W. Franklin Rd. Boise, ID 83705	email: lymaris.blackmon@icha.idaho.gov Lymaris Blackmon	<a href="http://icha.idaho.gov/">http://icha.idaho.gov/</a>		
Craigslist.com (boise)	Online Only		<a href="http://boise.craigslist.org/">http://boise.craigslist.org/</a>		17
Referral					8
					4

# FULL-TIME VACANCIES AND CONTACT LISTS

## Street Team Member 3/31/16 – 4/29/16

Name of Organization	Address/Phone	Email/Contact	Website	Interviewed	Hired
AllAccess	Online Only		<a href="http://www.allaccess.com/">http://www.allaccess.com/</a>		
Idaho State Broadcasters Association	Online only	email Post to isba@qwestoffice.net	<a href="http://www.idahobroadcasters.org/">http://www.idahobroadcasters.org/</a>		
		didn't post			
Idaho Department of Labor	317 W. Main St.		<a href="http://idahoworks.gov">idahoworks.gov</a>		
	Boise, ID 83735 208-332-3570			1	
University of Idaho - Vandal Career Connection	PO Box 442534	career@uidaho.edu	<a href="http://uidaho.joinhandshake.com">uidaho.joinhandshake.com</a>		
	Moscow ID 83844 208-885-6111	Noell Kinyon nkinyon@uidaho.edu			
Boise State University	1173 University Drive	career@boisestate.edu	<a href="https://boisestate-csm.symplcity.com/employers/">https://boisestate-csm.symplcity.com/employers/</a>		
	Boise, ID 83725 208-426-1747	BroncoJobs		2	
BoiseHelpWanted.com	Online only	shelby.marion@ontargetjobs.com	<a href="http://www.BoiseHelpWanted.com/employer/">www.BoiseHelpWanted.com/employer/</a>		
				2	
LDS Employment Resource Services	Patrick Hugh McLane	<a href="mailto:pmclane007@yahoo.com">pmclane007@yahoo.com</a>	<a href="https://www.ldsjobs.org/">https://www.ldsjobs.org/</a>		
	50 E. North Temple St, Salt Lake City, UT 84150				
College of Western Idaho CWI	2407 Caldwell Blvd.	hr@cwidaho.cc	<a href="https://cwidaho-csm.symplcity.com/employers/index.php">https://cwidaho-csm.symplcity.com/employers/index.php</a>		
	Nampa, Idaho 83651 208-562-3000			1	
Commission of Hispanic Affairs	5460 W. Franklin Rd.	email: lymaris.blackmon@icha.idaho.gov	<a href="http://icha.idaho.gov/">http://icha.idaho.gov/</a>		
	Boise, ID 83705	Lymaris Blackmon			
Referral					
				1	1



# FULL-TIME VACANCIES AND CONTACT LISTS

## ESPN Producer and On Air Personality 2/10/16 – 3/10/16

Name of Organization	Address/Phone	Email/Contact	Website	Interviewed	Hired
AllAccess	Online Only		<a href="http://www.allaccess.com/">http://www.allaccess.com/</a>		
				4	
Idaho State Broadcasters Association	Online only	email Post to isba@qwestoffice.net	<a href="http://www.idahobroadcasters.org/">http://www.idahobroadcasters.org/</a>		
Idaho Department of Labor	317 W. Main St.		<a href="http://idahoworks.gov">idahoworks.gov</a>		
	Boise, ID 83735 208-332-3570				
University of Idaho - Vandal Career Connection	PO Box 442534	career@uidaho.edu	<a href="http://uidaho.joinhandshake.com">uidaho.joinhandshake.com</a>		
	Moscow ID 83844 208-885-6111	Noell Kinyon nkinyon@uidaho.edu			
Boise State University	1173 University Drive	career@boisestate.edu	<a href="https://boisestate-csm.symplicity.com/employers/">https://boisestate-csm.symplicity.com/employers/</a>		
	Boise, ID 83725 208-426-1747	BroncoJobs		1	
BoiseHelpWanted.com	Online only	shelby.marion@ontargetjobs.com	<a href="http://www.BoiseHelpWanted.com/employer/">www.BoiseHelpWanted.com/employer/</a>		
				2	
LDS Employment Resource Services	Patrick Hugh McLane	<a href="mailto:pmclane007@yahoo.com">pmclane007@yahoo.com</a>	<a href="https://www.ldsjobs.org/">https://www.ldsjobs.org/</a>		
	50 E. North Temple St, Salt Lake City, UT 84150				
College of Western Idaho CWI	2407 Caldwell Blvd.	hr@cwidaho.cc	<a href="https://cwidaho-csm.symplicity.com/employers/index.php">https://cwidaho-csm.symplicity.com/employers/index.php</a>		
	Nampa, Idaho 83651 208-562-3000				
Commission of Hispanic Affairs	5460 W. Franklin Rd.	email: lymaris.blackmon@icha.idaho.gov	<a href="http://icha.idaho.gov/">http://icha.idaho.gov/</a>		
	Boise, ID 83705	Lymaris Blackmon			
Referral					
				1	1

**Grand Total Number of Applicants Interviewed: 82**

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

## OUTREACH INITIATIVES

#1

**Activity:** Management Personnel Training on EEO  
**Date of Activity:** May 24, 2016  
**Employees:** All employees in Managerial Positions  
**Host:** Impact Radio Group  
**Brief Description:** Management received a comprehensive training program in EEO which covered State, Federal and FCC laws and regulations in regards to EEO, Harassment, Hiring, Termination, and Discrimination.

## OUTREACH INITIATIVES

#2

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

**Date of Activity:** June 9<sup>th</sup> 2015

**Host:** David Jackson

**Brief Description:** On air personality David Jackson gave studio tours to two local Treasure Valley families and discussed the skills needed to work in broadcasting.

## OUTREACH INITIATIVES

#3

**Activity:** **Mentoring Program for Employees**

**Brief Description:** Our Managers select one employee to Mentor in order to “Train their Replacement.” A formal agreement is signed in each case. Many times this has led to a promotion and higher pay. This has created a culture where all employees are “Training their Replacements.”

## OUTREACH INITIATIVES

#4

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

**Date of Activity:** 08/05/15

**Employees:** James Garner

**Brief Description:** On Wednesday August 5<sup>th</sup>, production and program director James Garner gave studio tours to Cub Scout Troop 242 from Nampa. He showed them the ins and outs of the radio station, including the automation system, production software, and a brief overview of the radio tower and transmitter sites. He explained the skills needed for a job in broadcasting. He explained how we are dedicated to serving the public interests and giving back to the communities to which we're licensed and broadcast to.

## OUTREACH INITIATIVES

#5

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

**Brief Description:** Impact Radio Group has a training program in Programming, Sales, and the Business Department to support the professional growth of our employees. Many of the trainees have been promoted into management or will be very competitive when a position opens up. We hope to have the problem of having too many skilled employees.

## 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:** **11/11/15**

**Brief Description:** KWYD participated in the BSU Health and Wellness Expo at BSU Student Union. KWYD used this event as a means to disseminate job applications and educate attendees on jobs 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:** **December 2015 - Current**

**Brief Description:** ESPN Boise is involved with the Audio Production class at BSU. Each student comes and visits the studio, gets a tour along with an introduction to production and then is allowed in studio for an entire show to observe a local professional doing their daily job. There is a Q&A after the show to answer any questions they might have as to how a show is produced and executed.



## 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:** **12/11/15**

**Brief Description:** On Friday December 11th James Garner hosted a job shadow for a student from Boise State University. He is studying Audio Production and wanted to job shadow with a radio professional. He was given a tour of the station facilities, and was explained the various operations of the company, including programming, traffic, sales, and production. They spent time discussing how our production and automation systems work together. They worked with the production software, Adobe Audition, and demonstrated various tips and tricks for how to produce quality audio commercials and elements. He was shown how to produce a complete commercial from beginning to end. He also sat with Vijay Das, who explained to him some of the functions of an "on-air" radio personality. The student mentioned that he had never really considered working with the campus radio station at Boise State, but after touring our facility and watching what we do, he is going to reconsider.

## 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:** **12/8/15, 12/10/15, 12/15/15, and 12/17/15**

**Brief Description:** A student from Union High School shadows Vijay Das each day for three hours learning the basics of radio broadcasting and is doing a project on the field.

## 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:** **1/20/16**

**Brief Description:** Promotions and Marketing Director Ben Bieri represented the stations at the BUY Idaho event at the state capital. He made job applications available and talked to those interested regarding jobs in radio.

## 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:** **4/1/16**

**Brief Description:** On air personality Curtis Booker attended a job fair at Union High School and spoke to the students regarding the skills required for a job in radio broadcasting.