

IMPACT RADIO GROUP

ANNUAL EEO PUBLIC FILE REPORT (June 1, 2018 – May 31, 2019)

SINCE THIS STATION (KKOO-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 31st, 2019)

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, KKOO-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, 2018 to May 31, 2019. 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

Account Executive 06/01/18-07/01/18

Name of Organization	Address/Phone	Email/Contact	Website	Interviewed	Hired	Posted
AllAccess	Online Only		http://www.allaccess.com/			1-Jun
Idaho State Broadcasters Association	Online only		http://www.idahobroadcasters.org/			1-Jun
Idaho Department of Labor	317 W. Main St. Boise, ID 83735 208-332-3570		idahoworks.gov			1-Jun
University of Idaho - Vandal Career Connection	PO Box 442534 Moscow ID 83844 208-885-6111		http://www.uidaho.edu/financial-aid/student-jobs/for-employers/post-job-opening			1-Jun
Boise State University	1173 University Drive Boise, ID 83725 208-426-1747		https://app.joinhandshake.com/login			1-Jun
BoiseHelpWanted.com	Online only		www.BoiseHelpWanted.com/employer/			1-Jun
LDS Employment Resource Services	50 E. North Temple St, Salt Lake City, UT 84150		https://www.ldsiobs.org/			1-Jun
College of Western Idaho CWI	2407 Caldwell Blvd. Nampa, Idaho 83651 208-562-3000		https://cwidaho-csm.symlicity.com/employers/index.php			1-Jun
Hire Heroes USA, Mission 43 Initiative	208-424-2635 984-789-7633		www.hireheroesusa.org/Idaho/			1-Jun
Commission of Hispanic Affairs	5460 W. Franklin Rd. Boise, ID 83705		http://icha.idaho.gov/			1-Jun
Referral				1		
Craigslist.com (boise)	Online Only		http://boise.craigslist.org/			1-Jun
American Broadcasting School	Online Only					1-Jun
Personally delivered to Office	5660 E Franklin Rd Suite 200 Nampa, Idaho 83687					
Networking Event					1	

FULL-TIME VACANCIES AND CONTACT LISTS

On-air Talent 06/07/18-07/07/18

Name of Organization	Address/Phone	Email/Contact	Website	Interviewed	Hired	Posted
AllAccess	Online Only		http://www.allaccess.com/	2		7-Jun
Idaho State Broadcasters Association	Online only		http://www.idahobroadcasters.org/			7-Jun
Idaho Department of Labor	317 W. Main St. Boise, ID 83735 208-332-3570		idahoworks.gov			7-Jun
University of Idaho - Vandal Career Connection	PO Box 442534 Moscow ID 83844 208-885-6111		http://www.uidaho.edu/financial-aid/student-jobs/for-employers/post-job-opening			7-Jun
Boise State University	1173 University Drive Boise, ID 83725 208-426-1747		https://app.joinhandshake.com/login			7-Jun
BoiseHelpWanted.com	Online only		www.BoiseHelpWanted.com/employer/	1		7-Jun
LDS Employment Resource Services	50 E. North Temple St, Salt Lake City, UT 84150		https://www.ldsjobs.org/			7-Jun
College of Western Idaho CWI	2407 Caldwell Blvd. Nampa, Idaho 83651 208-562-3000		https://cwidaho-csm.symplicity.com/employers/index.php			7-Jun
Hire Heroes USA, Mission 43 Initiative	208-424-2635 984-789-7633		www.hireheroesusa.org/Idaho/			7-Jun
Commission of Hispanic Affairs	5460 W. Franklin Rd. Boise, ID 83705		http://icha.idaho.gov/			7-Jun
Referral				1	1	
Craigslist.com (boise)	Online Only		http://boise.craigslist.org/			7-Jun
American Broadcasting School	Online Only					7-Jun
Personally delivered to Office	5660 E Franklin Rd Suite 200 Nampa, Idaho 83687					

FULL-TIME VACANCIES AND CONTACT LISTS

Director of First Impressions 06/26/18-07/26/18

Name of Organization	Address/Phone	Email/Contact	Website	Interviewed	Hired	Posted
AllAccess	Online Only		http://www.allaccess.com/			26-Jun
Idaho State Broadcasters Association	Online only		http://www.idahobroadcasters.org/			26-Jun
Idaho Department of Labor	317 W. Main St. Boise, ID 83735 208-332-3570		idahoworks.gov			26-Jun
University of Idaho - Vandal Career Connection	PO Box 442534 Moscow ID 83844 208-885-6111		http://www.uidaho.edu/financial-aid/student-jobs/for-employers/post-job-opening			26-Jun
Boise State University	1173 University Drive Boise, ID 83725 208-426-1747		https://app.joinhandshake.com/login			26-Jun
BoiseHelpWanted.com	Online only		www.BoiseHelpWanted.com/employer/	1		26-Jun
LDS Employment Resource Services	50 E. North Temple St, Salt Lake City, UT 84150		https://www.ldsjobs.org/			26-Jun
College of Western Idaho CWI	2407 Caldwell Blvd. Nampa, Idaho 83651 208-562-3000		https://cwidaho-csm.symlicity.com/employers/index.php			26-Jun
Hire Heroes USA, Mission 43 Initiative	208-424-2635 984-789-7633		www.hireheroesusa.org/Idaho/			26-Jun
Commission of Hispanic Affairs	5460 W. Franklin Rd. Boise, ID 83705		http://icha.idaho.gov/			26-Jun
Referral						
Craigslist.com (boise)	Online Only		http://boise.craigslist.org/	3	1	26-Jun
American Broadcasting School	Online Only					26-Jun
Personally delivered to Office	5660 E Franklin Rd Suite 200 Nampa, Idaho 83687					

FULL-TIME VACANCIES AND CONTACT LISTS

Account Executive 10/18/18-11/18/18

Name of Organization	Address/Phone	Email/Contact	Website	Interviewed	Hired	Posted
AllAccess	Online Only		http://www.allaccess.com/			18-Oct
Idaho State Broadcasters Association	Online only		http://www.idahobroadcasters.org/			18-Oct
Idaho Department of Labor	317 W. Main St. Boise, ID 83735 208-332-3570		idahoworks.gov			18-Oct
University of Idaho - Vandal Career Connection	PO Box 442534 Moscow ID 83844 208-885-6111		http://www.uidaho.edu/financial-aid/student-jobs/for-employers/post-job-opening			18-Oct
Boise State University	1173 University Drive Boise, ID 83725 208-426-1747		https://app.joinhandshake.com/login			18-Oct
BoiseHelpWanted.com	Online only		www.BoiseHelpWanted.com/employer/			18-Oct
LDS Employment Resource Services	50 E. North Temple St, Salt Lake City, UT 84150		https://www.ldsjobs.org/			18-Oct
College of Western Idaho CWI	2407 Caldwell Blvd. Nampa, Idaho 83651 208-562-3000		https://cwidaho-csm.symplicity.com/employers/index.php			18-Oct
Hire Heroes USA, Mission 43 Initiative	208-424-2635 984-789-7633		www.hireheroesusa.org/Idaho/			18-Oct
Commission of Hispanic Affairs	5460 W. Franklin Rd. Boise, ID 83705		http://icha.idaho.gov/			18-Oct
Referral						
Craigslist.com (boise)	Online Only		http://boise.craigslist.org/			18-Oct
American Broadcasting School	Online Only					18-Oct
Personally delivered to Office	5660 E Franklin Rd Suite 200 Nampa, Idaho 83687					
Impact Radio Website			https://impactradiogroup.com/	5	1	
Media Staffing Network						
Glassdoor	Online Only		https://www.glassdoor.com/index.htm	5		
Facebook	Online Only					
Indeed	Online Only		https://www.indeed.com/	1		

FULL-TIME VACANCIES AND CONTACT LISTS

Administrative Assistant 11/26/18-12/26/18

Name of Organization	Address/Phone	Email/Contact	Website	Interviewed	Hired	Posted
AllAccess	Online Only		http://www.allaccess.com/			26-Nov
Idaho State Broadcasters Association	Online only		http://www.idahobroadcasters.org/			26-Nov
Idaho Department of Labor	317 W. Main St. Boise, ID 83735 208-332-3570		idahoworks.gov			26-Nov
University of Idaho - Vandal Career Connection	PO Box 442534 Moscow ID 83844 208-885-6111		http://www.uidaho.edu/financial-aid/student-jobs/for-employers/post-job-opening			26-Nov
Boise State University	1173 University Drive Boise, ID 83725 208-426-1747		https://app.joinhandshake.com/login			26-Nov
BoiseHelpWanted.com	Online only		www.BoiseHelpWanted.com/employer/			26-Nov
LDS Employment Resource Services	50 E. North Temple St, Salt Lake City, UT 84150		https://www.ldsjobs.org/			26-Nov
College of Western Idaho CWI	2407 Caldwell Blvd. Nampa, Idaho 83651 208-562-3000		https://cwidaho-csm.symlicity.com/employers/index.php			26-Nov
Hire Heroes USA, Mission 43 Initiative	208-424-2635 984-789-7633		www.hireheroesusa.org/Idaho/			26-Nov
Commission of Hispanic Affairs	5460 W. Franklin Rd. Boise, ID 83705		http://icha.idaho.gov/			26-Nov
Referral						
Craigslist.com (boise)	Online Only		http://boise.craigslist.org/	3	1	26-Nov
American Broadcasting School	Online Only					26-Nov
Personally delivered to Office	5660 E Franklin Rd Suite 200 Nampa, Idaho 83687					
Facebook	Online Only			1		

FULL-TIME VACANCIES AND CONTACT LISTS

Administrative Assistant 01/16/19-02/16/19

Name of Organization	Address/Phone	Email/Contact	Website	Interviewed	Hired	Posted
AllAccess	Online Only		http://www.allaccess.com/			16-Jan
Idaho State Broadcasters Association	Online only		http://www.idahobroadcasters.org/			16-Jan
Idaho Department of Labor	317 W. Main St. Boise, ID 83735 208-332-3570		idahoworks.gov	2		16-Jan
University of Idaho - Vandal Career Connection	PO Box 442534 Moscow ID 83844 208-885-6111		http://www.uidaho.edu/financial-aid/student-jobs/for-employers/post-job-opening			16-Jan
Boise State University	1173 University Drive Boise, ID 83725 208-426-1747		https://app.joinhandshake.com/login			16-Jan
BoiseHelpWanted.com	Online only		www.BoiseHelpWanted.com/employer/	1		16-Jan
LDS Employment Resource Services	50 E. North Temple St, Salt Lake City, UT 84150		https://www.ldsjobs.org/			16-Jan
College of Western Idaho CWI	2407 Caldwell Blvd. Nampa, Idaho 83651 208-562-3000		https://cwidaho-csm.symlicity.com/employers/index.php			16-Jan
Hire Heroes USA, Mission 43 Initiative	208-424-2635 984-789-7633		www.hireheroesusa.org/Idaho/			16-Jan
Commission of Hispanic Affairs	5460 W. Franklin Rd. Boise, ID 83705		http://icha.idaho.gov/			16-Jan
Referral						
Craigslist.com (boise)	Online Only		http://boise.craigslist.org/	3	1	16-Jan
American Broadcasting School	Online Only					16-Jan
Personally delivered to Office	5660 E Franklin Rd Suite 200 Nampa, Idaho 83687					
Impact Radio Website			https://impactradiogroup.com/			
Media Staffing Network						
Facebook	Online Only					

Grand Total Number of Applicants Interviewed: 36

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

OUTREACH INITIATIVES

#1

Activity: Management Personnel Training on EEO
Date of Activity: 04/24/19
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 regarding EEO, Harassment, Hiring, Termination, and Discrimination.

OUTREACH INITIATIVES

#2

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

#3

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 becomes available. We hope to have the problem of having too many skilled employees. Program contains paid subscriptions available to all employees. As well as an internal shared training library with access by all employees.

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: 07/09/18

Host: KJ Mac

Brief Description: KJ Mac of KKOO-AM gave Brighter Beginnings Summer School Class a tour of the radio facility and quick descriptions of the jobs available in radio. Were informed as to the skills required to obtain a career in radio.

OUTREACH INITIATIVES

#5

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

Date of Activity: November 2018 - August 2019

Brief Description: Employees in our IT Department enrolled in an online Google support Certification program. This certification program introduces the participants to troubleshooting and customer service, networking, operating systems, system administration, and security – all the fundamentals of IT support that are critical for success in the workplace.

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: Ongoing

Brief Description: Quarterly Facebook posts on each individual station Facebook page and Company's Facebook page to inform organizations who provide information regarding opening positions that they can be added to Impact Radio Group job posting distribution list.

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: 06/05/18

Host: Regional Director of Sales

Brief Description: Regional Director of Sales spoke to BSU students about the opportunities at Impact Radio Group and the industry of radio. Students were informed as to the skills required to obtain a career in radio.

OUTREACH INITIATIVES

#8

Activity: Training provided to help employees qualify for higher positions

Date of Activity: 09/25/18-09/28/18

Brief Description: Employee sent to NAB (National Association of Broadcasters) Radio Show in Orlando, Florida. Employee learned about the way broadcasters do business, new technology, how to stay competitive in an ever-changing landscape, and improve both selling and management skills from experts and consultants in the field.

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: Ongoing

Brief Description: On air and Promotional staff provides applications and information about the requirements to obtain a job in Radio at various Community Events. Often, job applications are available upon request.

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: 02/10/19

Host: Vijay Das

Brief Description: Vijay Das from KWYD FM spoke to students at Union High School on Career Day about working in Broadcasting and answered all questions students had. The students were informed as to the skills required to obtain a career 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: 05/03/19

Host: Production Manager

Brief Description: Production Manager gave a CWI (College of Western Idaho) student a tour of the radio facility and quick descriptions of the jobs available in radio. Student was able to observe the process of creating a commercial and how to go about handling production for a radio station. The student was informed as to the skills required to obtain a career in radio.

OUTREACH INITIATIVES

#12

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

Date of Activity: 08/15/18-08/16/18

Brief Description: Employee attended the RAB/BMI/MIW Rising Through the Ranks Women's Conference in Nashville, Tennessee. This program is dedicated to the support and advancement of women in radio sales management and is designed for relatively recent and emerging managers. It focuses on essential management techniques and encompasses topics ranging from budgeting and forecasting to recruiting, hiring and firing, and to solving problems effectively to personal branding.

OUTREACH INITIATIVES

#13

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

Date of Activity: 08/15/18-08/16/18

Brief Description: Employees sent to National Association of Broadcasters convention in Las Vegas. Employees learned about new products in the radio industry. Attended seminars regarding HD radio.