

IMPACT RADIO GROUP
ANNUAL EEO PUBLIC FILE REPORT
(June 1, 2009 – May 31 2010)

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-AM, KSRV-FM, KQLZ-FM, KPDA-FM, KMHI-AM, AND KWYD-FM

The information contained in the EEO Public File Report covers the period from June 1, 2009 to May 31, 2010. 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

POSITION OF
EMPLOYMENT:

Account Executive

START & END DATE OF
INTERVIEWS

June 1, 2009- May 31, 2010

RECRUITMENT SOURCE	ADDRESS	TELEPHONE	FAX	EMAIL	CONTACT PERSON	# INTERVIEWED	HIRED
Referral	5660 Franklin Rd Ste 200 Nampa, Id 83687	208-465-9966	208-465-2922	joeeking@mpactradiogroup.com	Joe E King	1	1
Referral	5660 Franklin Rd Ste 200 Nampa, Idaho 83687	208-465-9966	208-465-2922	jamie@impactradiogroup.com	Jamie Gaythwaite	1	1
Referral	5660 Franklin Rd Ste 200 Nampa, Id 83687	208-465-9966	208-465-2922	lori@impactradiogroup.com	Lori Cortez	1	1
Referral	Po Box 129 Ontario, OR 97914	541-559-8651	541-889-8733	brandi@impactradiogroup.com	Brandi Hulme	1	1
Referral	Po Box 129 Ontario, OR 97914	541-559-8651	541-889-8733	dale@impactradiogroup.com	Dale Jeffries	1	1
Walk In	5660 Franklin Rd Ste 200 Nampa, Id 83687	208-465-9966	208-465-2922	mark@impactradiogroup.com	Mark Broz	6	1
Craigslist	http://craigslist.org/					5	3

POSITION OF
EMPLOYMENT:

Director of First
Impressions

START & END DATE OF
INTERVIEWS

June 29, 2009-August 30, 2009

RECRUITMENT SOURCE	ADDRESS	TELEPHONE	FAX	EMAIL	CONTACT PERSON	# INTERVIEWED	HIRED
Craigslist	http://craigslist.org/					8	0
Idaho Department of Labor	http://labor.idaho.gov					3	0
Bronco Jobs	http://career.boisestate.edu/broncojobs.htm					2	0
Referral	5660 Franklin Rd. Ste 200 Nampa, Id 83687	208-465-9966	208-465-2922	amanda@impactradiogroup.com	Amanda Casper	1	0
Referral	5660 Franklin Rd. Ste 200 Nampa, Id 83687	208-465-9966	208-465-2922	emily@impactradiogroup.com	Emily De Vera	1	0
Referral	5660 Franklin Rd. Ste 200 Nampa, Id 83687	208-465-9966	208-465-2922	joeeking@impactradiogroup.com	Joe E King	1	0

POSITION OF
EMPLOYMENT:

On Air Talent KWYD

START & END DATE OF
INTERVIEWS

August 4, 2009- March 18, 2010

RECRUITMENT SOURCE	ADDRESS	TELEPHONE	FAX	EMAIL	CONTACT PERSON	# INTERVIEWED	HIRED
Idaho Department of Labor	http://labor.idaho.gov					2	0
Referral	5660 Franklin Rd. Ste 200 Nampa, Id 83687	208-465-9966	208-465-2922	complex@impactradiogroup.com	Ben Romero	4	2
Referral	5660 Franklin Rd. Ste 200 Nampa, Id 83687	208-465-9966	208-465-2922	mikey@impactradiogroup.com	Mikey Fuentes	3	1
Allaccess.com	28955 Pacific Coast Hwy Ste 210 Malibu, CA 90265	310-457-6616	310-457-8058		Jane Caldwell	2	0

POSITION OF
EMPLOYMENT:

On Air Talent KQLZ FM

START & END DATE OF
INTERVIEWS

September 1, 2009-February 12, 2010

RECRUITMENT SOURCE	ADDRESS	TELEPHONE	FAX	EMAIL	CONTACT PERSON	# INTERVIEWED	HIRED
Idaho Department of Labor	317 W. Main St Boise, Id 83735	208-332-3570	208-334-6300			2	0
Impact Radio Group On Air Recruitment Announcement	5660 Franklin Rd. St e 200 Nampa, Id 83687	208-465-9966	208-465-2922	mikey@impactradiogroup.com	Mikey Fuentes	1	0
Allaccess.com	28955 pacific Coast Hwy Ste 210 Malibu, CA 90265	310-457-6616	310-457-8058		Jane Caldwell	4	0
Newmusicserver.com	http://www.newmusicserver.com/					1	1
Referral	5660 Franklin Rd. St e 200 Nampa, Id 83687	208-465-9966	208-465-2922	mikey@impactradiogroup.com		1	1
Walk In	5660 Franklin Rd. St e 200 Nampa, Id 83687	208-465-9966	208-465-2922	mikey@impactradiogroup.com		1	0
OAB	http://www.theoab.org/					1	0

Grand Total Number of Applicants Interviewed

54

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

OUTREACH INITIATIVES

#1

Activity:	Management Personnel Training on EEO
Date of Activity:	January 21, 2010
Employees:	All employees new to Managerial Positions
Host:	Jim Miles
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: Training program to help employees qualify for higher positions.
Date of Activity: 2009-2010
Employees: James Garner, Sam Gerlach
Host: Impact Radio Group (Mikey Fuentes and Ben Romero)
Brief Description: James Garner was hired on as Production Director on 07/02/2007 and was trained to be a Disc Jockey by Mikey Fuentes in September of 2009. Sam Gerlach was hired as a Board Op on 08/24/09. He was trained by Ben Romero in September of 2009 for the position of On Air Mixer.

OUTREACH INITIATIVES

#3

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

Date of Activity: November 6, 2009 and March 26, 2010

Employees: James Garner

Host: Impact Radio Group

Brief Description: A young man from Columbia High School job shadowed James Garner on November 6, 2009. He was introduced to the employees that work at Impact Radio Group in Nampa and informed of different careers and potential job opportunities in broadcasting. He was also given a tour of the studios and promotion areas. He watched James Garner perform his show from 11:00 am until 4:00 pm.

A young man from Skyview High School job shadowed James Garner on March 26, 2010. He learned about audio production, the software we use, and the tools and tricks involved in commercial production. He was informed of different careers and potential job opportunities in broadcasting. He was also given a tour of the studios and promotion areas. He watched James Garner perform his duties as Production Director from 2:00 pm until 6:00 pm.

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: February 17, 2010 11:00am- 3:00pm

Employees: Christopher Loos

Host: Impact Radio Group

Brief Description: Chris Loos, a Disc Jockey for Impact Radio Group, spoke to the students of Vallivue Academy about his career in radio as well as the importance of volunteering in the community. He also provided them with information regarding other careers in radio as well as discussing current employment opportunities with them.

OUTREACH INITIATIVES

#5

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

Date of Activity: May 20, 2010

Employees:

Host: Impact Radio Group

Brief Description: On May 20th 2010 KWYD-FM and KSRV-FM sponsored the Eagle Elementary School of the Arts Walk-A-Thon. This event was designed to raise \$30k towards an educational projection system. This particular school is the only one in Eagle that doesn't currently have one. At this event we spoke to the kids about jobs in radio and encouraged them to do well in school.

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: **May 9, 2010**

Employees:

Host: Impact Radio Group

Brief Description: On Sunday May 9th 2010 KPDA-FM and KWYD-FM sponsored a free event to the community in celebration of Mothers day. This event was put together for Valley moms by St. Paul's Catholic Church, a non-profit organization. At this event, we donated on-air time as well as labor and spoke to listeners in regards to all facets of 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: May 12, 2010

Employees:

Host: Impact Radio Group

Brief Description: On May 12th, 2010 KPDA-FM, KQLZ-FM AND KWYD-FM participated in the First Annual Cinco De Mayo Celebration at Boise Center on The Grove. This event was put on by the Mexican Consulate and designed to educate and entertain Idahoans on a cultural level. All stations participated in the day's events including discussing job opportunities in media with listeners.

OUTREACH INITIATIVES

#8

Activity: **Mentoring Program for Employees**

Date of Activity: February 1, 2010-April 2010

Employees: Rosita Gomez, Tiffany Davis, Vernon Cropper

Host: Impact Radio Group

Brief Description: Rosita Gomez has been an Account Executive with Impact Radio Group since August of 2008. She has been mentoring Tiffany Davis and Vernon Cropper by extending to them her knowledge and personal experience in advertising. Impact Radio Group created this mentoring program to support the personal and professional growth of individuals within the company. Rosita has assisted both Tiffany and Vernon in accomplishing their professional goals. Rosita has had Tiffany and Vernon accompany her to client meetings as well as networking events.