

**IMPACT RADIO GROUP**  
**ANNUAL EEO PUBLIC FILE REPORT**  
**(June 1, 2008 – May 31 2009)**

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, 2008 to May 31, 2009. 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:

General Manager

START & END DATE OF  
INTERVIEWS

Q3 2008  
August 1, 2008-August 15, 2008

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	<a href="mailto:darla@impactradiogroup.com">darla@impactradiogroup.com</a>	Darla Sturtevant	1	1
In House Applicant	5660 Franklin Rd. Ste. 200 Nampa, Id 83687	208-465-9966	208-465-2922	<a href="mailto:darla@impactradiogroup.com">darla@impactradiogroup.com</a>	Darla Sturtevant	1	0
In House Applicant	5660 Franklin Rd. Ste. 200 Nampa, Id 83687	208-465-9966	208-465-2922	<a href="mailto:john@impactradiogroup.com">john@impactradiogroup.com</a>	John Sichler	1	0

POSITION OF  
EMPLOYMENT:

Operations Manager

START & END DATE OF  
INTERVIEWS

Q3 2008  
July 15, 2008-July 31, 2008

RECRUITMENT SOURCE	ADDRESS	TELEPHONE	FAX	EMAIL	CONTACT PERSON	# INTERVIEWED	HIRED
Referral		481-991-0575		elliott@impactradiogroup.com	Elliot Klein	1	1

POSITION OF  
EMPLOYMENT:

General Sales Manager

START & END DATE OF  
INTERVIEWS

Q3 2008  
August 10, 2008-August 22, 2008

RECRUITMENT SOURCE	ADDRESS	TELEPHONE	FAX	EMAIL	CONTACT PERSON	# INTERVIEWED	HIRED
In house applicant	5660 Franklin Rd Ste. 200 Nampa, Id 83687	208-465-9966	208-465-2922	dale@impactradiogroup.com	Dale Jeffries	1	1
Online	<a href="http://boise.craigslist.org/">http://boise.craigslist.org/</a>					0	0
Walk In	5660 Franklin Rd Ste. 200 Nampa, Id 83687	208-465-9966	208-465-2922			0	0

POSITION OF  
EMPLOYMENT:

Sales- Account Executives

START & END DATE OF  
INTERVIEWS

Q3 2008  
August 10,2008-August 23, 2008

RECRUITMENT SOURCE	ADDRESS	TELEPHONE	FAX	EMAIL	CONTACT PERSON	# INTERVIEW WED	HIRED
Online- All Access	<a href="http://www.allaccess.com/">http://www.allaccess.com/</a>					4	0
Online- Craigslist	<a href="http://boise.craigslist.org/">http://boise.craigslist.org/</a>					3	0
On Air Recruitment Ad- KSRV AM	5660 Franklin Rd Ste 200 Nampa, Id 83687	208-465-9966	208-465-2922	<a href="mailto:mark@impacradiogroup.com">mark@impacradiogroup.com</a>	Mark Broz	1	1
Online- Idaho Radio	<a href="http://idahoradio.com/">http://idahoradio.com/</a>					2	2

POSITION OF  
EMPLOYMENT:

Promotional Assistant

START & END DATE OF  
INTERVIEWS

Q3 2008  
August 10, 2008-August 22, 2008

RECRUITMENT SOURCE	ADDRESS	TELEPHONE	FAX	EMAIL	CONTACT PERSON	# INTERVIEWED	HIRED
Online	<a href="http://boise.craigslist.org/">http://boise.craigslist.org/</a>					10	0
Online	<a href="http://www.allaccess.com/">http://www.allaccess.com/</a>					5	0
Online- Idaho Department of Labor	<a href="http://labor.idaho.gov">http://labor.idaho.gov</a>					2	0
In House	5660 Franklin Rd. Ste 200 Nampa, Id 83687	208-465-9966	208-465-2922	<a href="mailto:darrell@impactradiogroup.com">darrell@impactradiogroup.com</a>	Darrell Calton	1	1

POSITION OF  
EMPLOYMENT:

On Air Talent- KPDA La  
Poderosa

START & END DATE OF  
INTERVIEWS

Q3 2008  
July 28, 2008- August 15, 2008

RECRUITMENT SOURCE	ADDRESS	TELEPHONE	FAX	EMAIL	CONTACT PERSON	# INTERVIEWED	HIRED
Hispanic Cultural Center	315 Stampede Dr. Nampa, Id 83687	208-442-0823	208-442-6801	<a href="mailto:adminassistant@hccidaho.org">adminassistant@hccidaho.org</a>		1	1
Referral	5660 Franklin Rd. Ste 200 Nampa, ID 83687	208-465-9966	208-465-2922	<a href="mailto:claudia@impactradiogroup.com">claudia@impactradiogroup.com</a>	Claudia Castrejon	1	0
On Air Recruitment Ad	5660 Franklin Rd. Ste 200 Nampa, ID 83687	208-465-9966	208-465-2922	<a href="mailto:mikey@impactradiogroup.com">mikey@impactradiogroup.com</a>	Mikey Fuentes	2	0

POSITION OF  
EMPLOYMENT:

APD Music Director

START & END DATE OF  
INTERVIEWS

Q3 2008  
October 13, 2008-October 31, 2008

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	<a href="mailto:mikey@impactradiogroup.com">mikey@impactradiogroup.com</a>	Mikey Fuentes	1	1

POSITION OF  
EMPLOYMENT:

Traffic/Continuity Manager

START & END DATE OF  
INTERVIEWS

Q3 2008  
October 14, 2008- October 28, 2008

RECRUITMENT SOURCE	ADDRESS	TELEPHONE	FAX	EMAIL	CONTACT PERSON	# INTERVI EWED	HIRED
Online- All Access	<a href="http://www.allaccess.com/">http://www.allaccess.com/</a>					1	0
In House	5660 Franklin Rd Ste 200 Nampa, Id 83687	208-465-9966	208-465-2922	<a href="mailto:emily@impactradiogroup.com">emily@impactradiogroup.com</a>	Emily De Vera	1	1
Online- Boise Idaho Jobs	<a href="http://www.boiseidahojobs.com/">http://www.boiseidahojobs.com/</a>			-		1	0

POSITION OF  
EMPLOYMENT:

On Air Talent- KPDA La Poderosa

START & END DATE OF  
INTERVIEWS

Q4 2008  
October 22, 2008- November 30, 2008

RECRUITMENT  
SOURCE

ADDRESS

TELEPHONE

FAX

EMAIL

CONTACT PERSON

#  
INTERVI  
EWED

HIRED

RECRUITMENT SOURCE	ADDRESS	TELEPHONE	FAX	EMAIL	CONTACT PERSON	# INTERVI EWED	HIRED
Referral	4505 Duke St. Caldwell, Id	208-407-5027		<a href="mailto:claudia@impactradiogroup.com">claudia@impactradiogroup.com</a>	Claudia Castrejon	1	0
Referral	4505 Duke St. Caldwell, Id	208-407-5027		<a href="mailto:claudia@impactradiogroup.com">claudia@impactradiogroup.com</a>	Claudia Castrejon	1	0
radioalaire.com	Po Box 160167 Sacramento, CA 95816	916-669-9309				2	0
radionotas.com	Po Box 7456 Van Nuys, CA 91409	310-815-8160	310-815-8360			2	0
Walk In	5660 Franklin Rd Ste 200 Nampa, Id 83687	208-465-9966	208-465-2922	<a href="mailto:mikey@impactradiogroup.com">mikey@impactradiogroup.com</a>	Mikey Fuentes	1	1

POSITION OF  
EMPLOYMENT:

On Air Talent- KWYD Wild

START & END DATE OF  
INTERVIEWS

Q4 2008  
October 29, 2008-December 12, 2008

RECRUITMENT SOURCE	ADDRESS	TELEPHONE	FAX	EMAIL	CONTACT PERSON	# INTERVIEWED	HIRED
Referral		916-420-0524			Tony Tecate	1	0
Walk In	5660 Franklin Rd Ste 200 Nampa, Id 83687	208-465-9966	208-465-2922	<a href="mailto:mikey@impactradiogroup.com">mikey@impactradiogroup.com</a>	Mikey Fuentes	1	0
Idaho Department of Labor Job Service	317 W. Main Street Boise, ID 83735 <a href="http://labor.idaho.gov/">http://labor.idaho.gov/</a>	208-332-3570	208-334-6300			1	0
Online- All Access	<a href="http://www.allaccess.com/">http://www.allaccess.com/</a>					1	1
Online- All Access	<a href="http://www.allaccess.com/">http://www.allaccess.com/</a>					1	1
Referral	5660 Franklin Rd Ste 200 Nampa, Id 83687	208-465-9966	208-465-2922	<a href="mailto:complex@impactradiogroup.com">complex@impactradiogrou p.com</a>	DJ Complex	1	1

POSITION OF  
EMPLOYMENT:

Sales- Account Executives

START & END DATE OF  
INTERVIEWS

Q4 2008  
September 29, 2008-March 27, 2009

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	<a href="mailto:darrell@impactradiogroup.com">darrell@impactradiogroup.com</a>	Darrell Calton	4	4
Referral	5660 Franklin Rd Ste 200 Nampa, Id 83687	208-465-9966	208-465-2922	<a href="mailto:mikey@impactradiogroup.com">mikey@impactradiogroup.com</a>	Mikey Fuentes	1	1
Radionews.com	<a href="http://www.radionews.com">www.radionews.com</a>					1	1

POSITION OF  
EMPLOYMENT:

Director of First Impressions

START & END DATE  
OF INTERVIEWS

Q4 2008  
October 14, 2008- October 28, 2008

RECRUITMENT SOURCE	ADDRESS	TELEPHONE	FAX	EMAIL	CONTACT PERSON	# INTERVIEWED	HIRED
Online- Idaho Dept. of Labor	<a href="http://labor.idaho.gov/">http://labor.idaho.gov/</a>					0	0
Online- Boise Idaho Jobs	<a href="http://www.boiseidahojobs.com/">http://www.boiseidahojobs.com/</a>					2	0
Online- Craigslist	<a href="http://boise.craigslist.org/">http://boise.craigslist.org/</a>					1	1
Online- All Access	<a href="http://www.allaccess.com/">http://www.allaccess.com/</a>					1	0
Referral	5660 Franklin Rd Ste 200 Nampa, Id 83687	208-465-9966	208-465-2922	<a href="mailto:kari@impactradiogroup.com">kari@impactradiogroup.com</a>	Kari Carpenter	1	0

POSITION OF  
EMPLOYMENT:

Web/Digital Design  
Manager

START & END DATE OF  
INTERVIEWS

Q2 2009  
April 17, 2009- May 1, 2009

RECRUITMENT SOURCE	ADDRESS	TELEPHONE	FAX	EMAIL	CONTACT PERSON	# INTERVIEWED	HIRED
Referral	<u>5660 E Franklin Rd Ste 200 Nampa, Id 83687</u>	208-465-9966	208-465- 2922	<u>darrell@impactradiogroup.com</u>	Darrell Calton	1	1
Craigslist	<u>craigslist.com</u>					2	0
Idaho Department of Labor	<u>labor.idaho.gov/</u>					0	0

POSITION OF  
EMPLOYMENT:

Sales Assistant

START & END  
DATE OF  
INTERVIEWS

Q2 2009  
April 17, 2009-May 1, 2009

RECRUITMENT SOURCE	ADDRESS	TELEPHONE	FAX	EMAIL	CONTACT PERSON	# INTERVIEWED	HIRED
Referral	5660 E Franklin Rd Ste 200 Nampa, Id 83687	208-465-9966	208-465-2922	<a href="mailto:darrell@impactradio.com">darrell@impactradio.com</a>	Darrell Calton	1	1
Craigslist	craigslist.com					2	0
Idaho Department of Labor	labor.idaho.gov/					1	0

**Grand Total Number Of Applicants Interviewed**

**72**

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

## **OUTREACH INITIATIVES**

**#1**

<b>Activity:</b>	<b>Management Personnel Training on EEO</b>
<b>Date of Activity:</b>	January 13, 2009
<b>Employees:</b>	All employees in Managerial Positions
<b>Host:</b>	Emily de Vera and Jim Miles
<b>Brief Description:</b>	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:** 2008-2009  
**Employees:** Sarah McBride, Amanda Casper, Kathlene Hulme, Mark Broz, and Brandi Hulme  
**Host:** Impact Radio Group (Sarah McBride, Emily de Vera, Kari Carpenter, and Darrell Calton)  
**Brief Description:** Amanda Casper was hired as a receptionist on 11/24/2008 and was trained to be the Traffic Assistant. On 02/02/2009 she was trained to help with Continuity. Sarah McBride was hired as Receptionist on 9/17/07. She was trained by Kari Carpenter for the position of Traffic Manager. Kathlene Hulme was a Sales Assistant. She was trained by Emily de Vera to be an Accounts Receivable and Collections Specialist and trained in Quick Books. Brandi Hulme was hired on as Account Executives and was trained by Darrell Calton to be a Local Sales Manager. Mark Broz was hired as an Account Executive and was trained by Darrell Calton to be the General Sales Manager.

## 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:** May 7, 2009

**Employees:** Chris Hall

**Host:** Impact Radio Group

**Brief Description:** A group of youths from Centennial High School, were introduced to the employees that work at Impact Radio Group in Nampa. They were informed of different careers and potential job opportunities in broadcasting. They were given a tour of the studios and promotion areas. They watched Chris Hall perform his show from 8:00-10:00.

## OUTREACH INITIATIVES

**#4**

**Activity:** **Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.**

**Date of Activity:** February 16, 2009

**Employees:** Mark Broz

**Host:** Impact Radio Group

**Brief Description:** Stephanie Johns was invited to participate in an internship program through Impact Radio Group on February 16, 2009. Mark Broz spoke with the administrators of Skyview High School in Nampa Idaho and an internship program was started. She initially assisted the Traffic and Human Resource departments. She later spent time during the 12:00 pm hour answering phones and taking requests for Wild 101.1 FM. This allowed her to shadow the on air personalities.