

Iliad Media Boise, LLC dba Impact Radio Group

**ANNUAL EEO PUBLIC FILE REPORT
(June 1, 2019 – May 31, 2020)**

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, KKOQ-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, 2019 to May 31, 2020. 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

Program Director 05/13/19-06/13/19

Name of Organization	Address/Phone	Website	Interviewed	Hired	Posted
AllAccess	Online Only	http://www.allaccess.com/	2		13-May
Idaho State Broadcasters Association	Online only	http://www.idahobroadcasters.org/			13-May
Idaho Department of Labor	317 W. Main St. Boise, ID 83735 208-332-3570	https://idahoworks.gov/ada/r/employer			13-May
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			13-May
Boise State University	1173 University Drive Boise, ID 83725 208-426-1747	https://app.joinhandshake.com/login			13-May
BoiseHelpWanted.com	Online only	www.BoiseHelpWanted.com/employer/			13-May
LDS Employment Resource Services		https://www.lidsjobs.org/			13-May
	50 E. North Temple St, Salt Lake City, UT 84150				
College of Western Idaho CWI	2407 Caldwell Blvd. Nampa, Idaho 83651 208-562-3000	https://cwidaho-csm.symplicity.com/employers/index.php			13-May
Hire Heroes USA, Mission 43 Initiative	208-424-2635 984-789-7633	www.hireheroesusa.org/Idaho/			13-May
Commission of Hispanic Affairs	5460 W. Franklin Rd. Boise, ID 83705	http://icha.idaho.gov/			13-May
Referral				1	
Craigslist.com (boise)	Online Only	http://boise.craigslist.org/	1		13-May
American Broadcasting School	Online Only				13-May
Personally delived to Office	5660 E Franklin Rd Suite 200 Nampa, Idaho 83687	jobs@impactradiogroup.com			

FULL-TIME VACANCIES AND CONTACT LISTS

Account Executive 01/05/19-02/05/19

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

FULL-TIME VACANCIES AND CONTACT LISTS

Traffic Director/AR Specialist 05/13/19-06/13/19

Name of Organization	Address/Phone	Website	Interviewed	Hired	Posted
AllAccess	Online Only	http://www.allaccess.com/			
Idaho State Broadcasters Association	Online only	http://www.idahobroadcasters.org/			13-May
Idaho Department of Labor	317 W. Main St.	https://idahoworks.gov/ada/r/employer			13-May
	Boise, ID 83735				
	208-332-3570				
University of Idaho - Vandal Career Connection	PO Box 442534	http://www.uidaho.edu/financial-aid/student-jobs/for-employers/post-job-opening			13-May
	Moscow ID 83844				
	208-885-6111				
Boise State University	1173 University Drive	https://app.joinhandshake.com/login			13-May
	Boise, ID 83725		1		
	208-426-1747				
BoiseHelpWanted.com	Online only	www.BoiseHelpWanted.com/employer/			13-May
LDS Employment Resource Services		https://www.ldsjobs.org/			13-May
	50 E. North Temple St, Salt Lake City, UT 84150				
College of Western Idaho CWI	2407 Caldwell Blvd.	https://cwidaho-csm.symplicity.com/employers/index.php			13-May
	Nampa, Idaho 83651				
	208-562-3000				
Hire Heroes USA, Mission 43 Initiative	208-424-2635	www.hireheroesusa.org/Idaho/			13-May
	984-789-7633				
Commission of Hispanic Affairs	5460 W. Franklin Rd.	http://icha.idaho.gov/			13-May
	Boise, ID 83705				
Referral				1	
Craigslis.com (boise)	Online Only	http://boise.craigslis.com/			13-May
			1		
American Broadcasting School	Online Only				13-May
Personally delived to Office	5660 E Franklin Rd	jobs@impactradiogroup.com			
	Suite 200				
	Nampa, Idaho 83687				

FULL-TIME VACANCIES AND CONTACT LISTS

Account Executive 07/18/19-08/18/19

Name of Organization	Address/Phone	Website	Interviewed	Hired	Posted
AllAccess	Online Only	http://www.allaccess.com/			18-Jul
Idaho State Broadcasters Association	Online only	http://www.idahobroadcasters.org/			18-Jul
Idaho Department of Labor	317 W. Main St.	https://idahoworks.gov/ada/tr/employer			19-Jul
	Boise, ID 83735				
	208-332-3570				
University of Idaho - Yandal Career Connection	PO Box 442534	http://www.uidaho.edu/financial-aid/student-jobs/for-employers/post-job-opening			18-Jul
	Moscow ID 83844				
	208-885-6111				
Boise State University	1173 University Drive	https://app.joinhandshake.com/login			18-Jul
	Boise, ID 83725				
	208-426-1747				
BoiseHelpWanted.com	Online only	https://regionalhelpwanted.com/boise/login-employer/?next=/boise/employer/			19-Jul
LDS Employment Resource Services	50 E. North Temple St.	https://www.ldsjobs.org/			19-Jul
	Salt Lake City, UT 84150				
College of Western Idaho CWI	2407 Caldwell Blvd.	https://cwidaho-csm.svmplcity.com/employers/index.php			
	Nampa, Idaho 83651				
	208-562-3000				
Hire Heroes USA, Mission 43 Initiative	208-424-2635	www.hireheroesusa.org/idaho/			18-Jul
	984-789-7633				
	Online only				
Commission of Hispanic Affairs	5460 W. Franklin Rd.	http://icha.idaho.gov/			18-Jul
	Boise, ID				
	83705				
	Online only				
Referral				1	
Craigslist.com (boise)	Online Only	http://boise.craigslist.org/			19-Jul
American Broadcasting School	Online only				18-Jul
Personally delived to Office	5660 E Franklin Rd				
	Suite 200				
	Nampa, Idaho 83687				
Impact Radio Website		https://impactradiogroup.com/			
Media Staffing Network					
Glassdoor	Online Only	https://www.glassdoor.com/index.htm			
Facebook	Online Only				
Indeed	Online Only	https://www.indeed.com/	2		19-Jul
LinkedIn	Online Only		1		

FULL-TIME VACANCIES AND CONTACT LISTS

Campaign Manager 07/19/19-08/19/19

Name of Organization	Address/Phone	Website	Interviewed	Hired	Posted
AllAccess	Online Only	http://www.allaccess.com/			19-Jul
Idaho State Broadcasters Association	Online only	http://www.idahobroadcasters.org/			19-Jul
Idaho Department of Labor	317 W. Main St.	https://idahoworks.gov/adalt/employer			19-Jul
	Boise, ID 83735				
	208-332-3570				
University of Idaho - Vandal Career Connection	PO Box 442534	http://www.uidaho.edu/financial-aid/student-jobs/for-employers/post-job-opening			19-Jul
	Moscow ID 83844				
	208-885-6111				
Boise State University	1173 University Drive	https://app.joinhandshake.com/login			19-Jul
	Boise, ID 83725				
	208-426-1747				
BoiseHelpWanted.com	Online only	https://regionalhelpwanted.com/boise/login-employer/?next=/boise/employer/			19-Jul
LDS Employment Resource Services	50 E. North Temple St.	https://www.ldsjobs.org/			19-Jul
	Salt Lake City, UT 84150				
College of Western Idaho CWI	2407 Caldwell Blvd.	https://cwidaho-csm.symphlicity.com/employers/index.php			
	Nampa, Idaho 83651				
	208-562-3000				
Hire Heroes USA, Mission 43 Initiative	208-424-2635	www.hireheroesusa.org/ldaho/			19-Jul
	984-789-7633				
	Online only				
Commission of Hispanic Affairs	5460 W. Franklin Rd.	http://icha.idaho.gov/			19-Jul
	Boise, ID				
	83705				
Referral	Online only		1		
Craigslist.com (boise)	Online Only	http://boise.craigslist.org/			19-Jul
American Broadcasting School	Online only				19-Jul
Personally delived to Office	5660 E Franklin Rd				
	Suite 200				
	Nampa, Idaho 83687				
Impact Radio Website		https://impactradiogroup.com/			
Media Staffing Network					
Glassdoor	Online Only	https://www.glassdoor.com/index.htm			
Facebook	Online Only				
Indeed	Online Only	https://www.indeed.com/			19-Jul
LinkedIn	Online Only		2		
Previous Vendor/Agency					
University of Florida - Career Center				1	

FULL-TIME VACANCIES AND CONTACT LISTS

Director of First Impressions 10/21/19-11/21/19

Name of Organization	Address/Phone	Website	Interviewed	Hired	Posted
AllAccess	Online Only	http://www.allaccess.com/			21-Oct
Idaho State Broadcasters Association	Online only	http://www.idahobroadcasters.org/			21-Oct
Idaho Department of Labor	317 W. Main St.	https://idahoworks.gov/adair/employer			21-Oct
	Boise, ID 83735				
	208-332-3570				
University of Idaho - Vandal Career Connection	PO Box 442534	http://www.uidaho.edu/financial-aid/student-jobs-for-employers/post-job-opening			21-Oct
	Moscow ID 83844				
	208-885-6111				
Boise State University	1173 University Drive	https://app.joinhandshake.com/login			21-Oct
	Boise, ID 83725				
	208-426-1747				
BoiseHelpWanted.com	Online only	boisehelpwanted.com/boise/login-employer/?next=/boise			21-Oct
LDS Employment Resource Services	50 E. North Temple St.	https://www.ldsjobs.org/			21-Oct
	Salt Lake City, UT 84150				
	2407 Caldwell Blvd.				
College of Western Idaho CWI	Nampa, Idaho 83651	https://cwidaho-csm.symplicity.com/employers/index.php			
	208-562-3000				
	208-424-2635				
Hire Heroes USA, Mission 43 Initiative	984-789-7633	www.hireheroesusa.org/idaho/			21-Oct
	Online only				
	5460 W. Franklin Rd.				
Commission of Hispanic Affairs	Boise, ID	http://icha.idaho.gov/			21-Oct
	83705				
	Online only				
Referral			1		
Craigslist.com (boise)	Online Only	http://boise.craigslist.org/			
American Broadcasting School	Online only				21-Oct
Personally delived to Office	5660 E Franklin Rd				
	Suite 200				
	Nampa, Idaho 83687				
Impact Radio Website		https://impactradiogroup.com/			
Media Staffing Network					
Glassdoor	Online Only	https://www.glassdoor.com/index.htm			
Facebook	Online Only				
Indeed	Online Only	https://www.indeed.com/	3	1	22-Oct
LinkedIn	Online Only				
Previous Vendor/Agency					

FULL-TIME VACANCIES AND CONTACT LISTS

Campaign Manager 12/03/19-01/03/2020

Name of Organization	Address/Phone	Website	Interviewed	Hired	Posted
AllAccess	Online Only	http://www.allaccess.com/			3-Dec
Idaho State Broadcasters Association	Online only	http://www.idahobroadcasters.org/			3-Dec
Idaho Department of Labor	317 W. Main St.	https://idahoworks.gov/ada/tr/employer			3-Dec
	Boise, ID 83735				
	208-332-3570				
University of Idaho - Vandal Career Connection	PO Box 442534	http://www.uidaho.edu/financial-aid/student-jobs/for-employers/post-job-opening			3-Dec
	Moscow ID 83844				
	208-885-6111				
Boise State University	1173 University Drive	https://app.joinhandshake.com/login			3-Dec
	Boise, ID 83725				
	208-426-1747				
BoiseHelpWanted.com	Online only	https://regionalhelpwanted.com/boise/login-employer/?next=/boise/employer/			3-Dec
LDS Employment Resource Services	50 E. North Temple St.	https://www.ldsjobs.org/			3-Dec
	Salt Lake City, UT 84150				
College of Western Idaho CWI	2407 Caldwell Blvd.	https://cwidaho-csm.symplicity.com/employers/index.php			
	Nampa, Idaho 83851				
	208-562-3000				
Hire Heroes USA, Mission 43 Initiative	208-424-2635	www.hireheroesusa.org/idaho/			3-Dec
	384-789-7633				
	Online only				
Commission of Hispanic Affairs	5460 W. Franklin Rd.	http://icha.idaho.gov/			3-Dec
	Boise, ID				
	83705				
	Online only				
Referral				1	
Craigslist.com (boise)	Online Only	http://boise.craigslist.org/			4-Dec
American Broadcasting School	Online only				3-Dec
Personally delived to Office	5660 E Franklin Rd	https://impactradiogroup.com/			
	Suite 200				
	Nampa, Idaho 83687				
Impact Radio Website					
Media Staffing Network					
Glassdoor	Online Only	https://www.glassdoor.com/index.htm			
Facebook	Online Only				
Indeed	Online Only	https://www.indeed.com/	5		
LinkedIn	Online Only		1	1	
Previous Vendor/Agency					

FULL-TIME VACANCIES AND CONTACT LISTS

Digital Content Developer/On-Air Talent 01/28/20-02/29/20

Name of Organization	Address/Phone	Website	Interviewed	Hired	Posted
AllAccess	Online Only	http://www.allaccess.com/	3		29-Jan
Idaho State Broadcasters Association	Online only	http://www.idahobroadcasters.org/			29-Jan
Idaho Department of Labor	317 W. Main St.	https://idahoworks.gov/ada/tr/employer			29-Jan
	Boise, ID 83735				
	208-332-3570				
University of Idaho - Vandal Career Connection	PO Box 442534	http://www.uidaho.edu/financial-aid/student-jobs/for-employers/post-job-opening			29-Jan
	Moscow ID 83844				
	208-885-6111				
Boise State University	1173 University Drive	https://app.joinhandshake.com/login			
	Boise, ID 83725				
	208-426-1747				
BoiseHelpWanted.com	Online only	https://regionalhelpwanted.com/boise/login-employer/?next=/boise/employer/			29-Jan
LDS Employment Resource Services	50 E. North Temple St.	https://www.ldsjobs.org/			29-Jan
	Salt Lake City, UT 84150				
	2407 Caldwell Blvd.				
College of Western Idaho CWI	Nampa, Idaho 83651	https://cwidaho-csm.symplicity.com/employers/index.php			
	208-562-3000				
	208-424-2635				
Hire Heroes USA, Mission 43 Initiative	984-789-7633	www.hireheroesusa.org/Idaho/			29-Jan
	Online only				
	5460 W. Franklin Rd.				
Commission of Hispanic Affairs	Boise, ID	http://icha.idaho.gov/			29-Jan
	83705				
	Online only				
Referral				2	
Craigslist.com (boise)	Online Only	http://boise.craigslist.org/			29-Jan
American Broadcasting School	Online only				29-Jan
Personally delived to Office	5660 E Franklin Rd				
	Suite 200				
	Nampa, Idaho 83687				
Impact Radio Website		https://impactradiogroup.com/			
Media Staffing Network					
Glassdoor	Online Only	https://www.glassdoor.com/index.htm			
Facebook	Online Only				
Indeed	Online Only	https://www.indeed.com/	4		28-Jan
LinkedIn	Online Only				
Previous Vendor/Agency					

Grand Total Number of Applicants Interviewed:

40

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

OUTREACH INITIATIVES

#1

Activity: Management Personnel Training on EEO
Date of Activity: 05/07/2020
Employees: All employees in Managerial Positions
Host: Iliad Media Boise, LLC dba 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. 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: Iliad Media Boise, LLC dba Impact Radio Group provides training programs to the Programming, Digital, and Sales Department to support the professional growth of our employees. Many of the trainees have been promoted into management or will be incredibly 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.

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: 12/10/19

Host: DJ Preston Lee

Brief Description: DJ Preston Lee of KWYD-FM gave a Middle School student and his parents 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 18th, 2019 – November 22nd, 2019

Brief Description: Employee in our Engineering Department attended the Society of Broadcast Engineers training in Hoover, Alabama. The employee became a Certified Broadcast Technologist (CBT). This certification program introduces the participants to Basic Electronics, Audio Study Guide, AM Transmission, FM Transmission, IP Fundamentals, and Station Operation.

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 Iliad Media Boise, LLC Impact Radio Group job posting distribution list.

OUTREACH INITIATIVES

#7

Activity: Training provided to help employees qualify for higher positions

Date of Activity: 09/17/19-09/20/19

Brief Description: Employee in our Engineering Department attended the “Broadcast Transmitter Technology” training in Quincy, Illinois provided by GatesAir, Inc. Employee learned about basic RF from the transmitter, combining, feed line, antenna, and signal propagation. The employee trained on test equipment and learned how to conduct a proof of performance.

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: 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

#9

Activity: Training provided to help employees qualify for higher positions

Date of Activity: 09/23/19-09/26/19

Brief Description: Employees attended the Radio Advertising Bureau (RAB) and National Association of Broadcasters (NAB) Radio Show. This Radio Show allowed the employees an opportunity to gain further education in Federal Communications Commission (FCC) rules and regulations, best practices for recruiting and hiring women and minorities, how to create engaging content in today's new digital world and opportunities to meet broadcasters and potential recruits from all fifty states through networking opportunities.

OUTREACH INITIATIVES

#10

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

Date of Activity: March 2020 - May 2020

Brief Description: Employee received extensive training from Business Made Simple University (BMSU), Gartner Inc., Radio Advertising Bureau, and Partnerships In Change. BMSU provided the employee an extensive coursework in Marketing, Leadership, Emotional IQ, and Market Messaging. Gartner Inc. introduced the employee to a group of executives who come together to coach and support smaller organizations to innovate and create success. More importantly how to manage Sales teams in the time of COVID-19. The employee attended RAB training webinars designed to support Radio organizations. The webinars cover topics such as how to support your clients and community during COVID-19, how to support your clients and community as we move out of COVID-19, and, what does Radio Sales look like for the remainder of 2020. Employee received a PXT Expert Practitioner Certification from Partnerships in Change.

OUTREACH INITIATIVES

#11

Activity: Training provided to help employees qualify for higher positions
Date of Activity: May 2020
Brief Description: Employee received training and certification through Mailchimp Academy.
Employee became a Certified Email Marketer.