



5660 Franklin Rd Suite 200 Nampa, ID 83687 Phone (208) 465-9966 Fax (208) 465-2922

March 26th, 2019

Lewis C. Pulley
Assistant Chief, Policy Division
Media Bureau
Federal Communications Commission
445 12th Street, SW
Washington, D.C. 20554

**Re: EEO Audit Response
Station KQBL (FM), Emmett, Idaho (Facility Id. 54509)**

Dear Mr. Pulley:

This letter is provided by Iliad Media Boise, LLC d/b/a Impact Radio Group (the "Licensee"), licensee of Station KQBL (FM), Emmett, Idaho (Facility Id. 54509) (the "Station"), in response to the EEO Audit letter dated February 14th, 2019, regarding the random EEO audit of the Station.

The Station is part of the station employment unit that includes stations KKO0-AM, KSRV-FM, KQBL-HD2, KQBL-HD3, KZMG-FM, and KWYD-FM (the "Unit").

The Unit employs five or more full-time employees, thus the audit data requested in paragraph (3) of your letter is provided below.

(a) EEO Public File Reports.

Copies of the Unit's two most recent EEO public file reports for the period June 1, 2016 to May 31, 2017 (the "2017 EEO Public File Report") and June 1, 2017 to May 31, 2018 (the "2018 EEO Public File Report") are attached at Exhibit A.

The Station web sites are:

Site Name	Facility ID	Web Address
Company Site		https://impactradiogroup.com/





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KQBL-FM	54509	https://www.boisebull.com/
KSRV-FM	35638	https://961bobfm.com/
KWYD-FM	7377	https://wild101fm.com/
KZMG-FM	164141	https://my1027fm.com/
KKOO-AM	35637	https://koolboise.com
KQBL-HD2	86932	https://rockboise.com/
KQBL-HD3	121992	http://www.altboise.com/

(b) Full-time Position Announcements.

During the 2017 EEO Report period, there were five (5) full-time position vacancies and fulfillment. During the 2018 EEO Report period, there were two (2) full-time position vacancies and fulfillment. Dated copies of all announcements of each position opening are attached at Exhibit B. We retain copies of all notices sent to all sources. During the 2017 EEO Report period, we ran on-air ads and the log sheet is attached as Exhibit C. We retain all log sheets for each time a recruitment ad aired. During the two-year period, one organization notified the Unit that it wanted to be notified of Unit job openings. The organization and related announcements are attached at Exhibit D.

(c) Interviewees.

A total of seventy (70) individuals were interviewed over the two-year period. Each EEO Public File Report provided at Exhibit A includes documentation of the referral sources for each interviewee for each vacancy.

(d) Recruitment Initiatives.

The Unit employed 31 full-time during the 2017 EEO Report Period and 33 during the 2018 EEO Report Period. The population of the market is more than 250,000. Therefore, the Unit must perform four initiatives over each two-year period.

As indicated on the enclosed Public File Reports, the Unit participates annually in several recruitment and outreach initiatives, including participation in local community and school events, training management level personnel as to methods of ensuring equal





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employment opportunity and preventing discrimination, and maintaining mentoring and training programs for current employees. The annual EEO Public File Reports attached at Exhibit A describe the initiatives and the Unit's participants.

(e) Complaints.

To our knowledge, there are no pending or resolved any complaints filed against the Unit alleging unlawful discrimination in our employment practices.

(f) Management EEO Responsibilities and Distribution of EEO Policies.

The Business Manager coordinates posting of all FT and PT job openings. The following verbiage is contained in each job post: "We are an Equal Opportunity Employer. It is our continuing policy to afford equal employment opportunity to qualified individuals regardless of their race, color, religion, sex, or sexual orientation, national origin, age or physical or mental disability, veteran or disabled veteran status, and to conform to applicable laws and regulations. We solicit assistance on these openings and future openings. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the position."

The Business Manager or General Manager gives each department head training regarding EEO when they are first placed in charge of hiring for their department. Information is also communicated to all managers during annual Anti-Discrimination training performed by Human Resources. Business Manager sends monthly email to staff requesting documentation on EEO related activities, and coordinates with Digital Director to post a Facebook post quarterly on all stations pages letting other entities know that they can request to be added to our resource list for open positions. The Business Manager and General Manager periodically review the employment unit's EEO program including job structure and employment practices to ensure that the employment unit genuinely provides equal opportunities in its hiring practices.

(g) Recruitment Program Analysis.

The employment unit periodically analyzes its recruitment program overall to ensure that it is achieving broad outreach including periodically reviewing the resource list to see how many applicants are being received from each entity. Contact info is updated if





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needed for the resource list. Most applicants are asked what other sites they look at for job opening information, and if applicable, those locations are added to the resource list. Annually, the EEO reports of others in our radio market are analyzed to see if they have entities that should be added to our resource list.

(h) Examination of Pay, Benefits, etc.

Periodically, the pay status of all employees are analyzed by the General Manager and the CEO. Acceptable pay and benefits depend upon the position and the qualifications and skills of the applicant or person in the position. Promotions are made as need arises and raises are based on merit and/or cost of living increases. Pay and seniority policies are analyzed to ensure that employment unit practices are nondiscriminatory.

(i) Religious Broadcasters. The Licensee is not a religious broadcaster, thus this data request does not apply.

I, Darrell Calton, CEO of Iliad Media Boise, LLC d/b/a Impact Radio Group, declare under penalty of perjury that the foregoing information is true and correct.

Dated: March 26th, 2019

A handwritten signature in blue ink, appearing to read "Darrell Calton", is written over a horizontal line.

Darrell Calton





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Exhibit A

2017 and 2018 EEO Public File Reports



IMPACT RADIO GROUP
ANNUAL EEO PUBLIC FILE REPORT
(June 1, 2016 – May 31, 2017)

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, 2017)

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 (FORMERLY KNFL-AM), KQBL HD3, KWYD-FM, & KZMG-FM.

The information contained in the EEO Public File Report covers the period from June 1, 2016 to May 31, 2017. 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

Chief Engineer 10/12/16 – 11/12/16

Name of Organization	Address/Phone	Email/Contact	Website	Interviewed	Hired	Posted
AllAccess	Online Only		http://www.allaccess.com/	1		12-Oct
Idaho State Broadcasters Association	Online only		https://www.idahobroadcasters.org/			
Idaho Department of Labor	317 W. Main St. Boise, ID 83725 208-332-3570		idahoworks.gov			12-Oct
University of Idaho - Vandal Career Connection	PO Box 442534 Moscow ID 83844 208-885-4111		http://www.uidaho.edu/financial-aid/student-jobs-for-employers/post-job-opening			12-Oct
Boise State University	1173 University Drive Boise, ID 83725 208-426-1747		https://boisestate-sm.simplify.com/employers/			12-Oct
BoiseHelpWanted.com	Online only		www.BoiseHelpWanted.com/employer/			
LDS Employment Resource Services	Patrick Hugh Melane 50 E. North Temple St. Salt Lake City, UT 84150		https://www.ldsjobs.org/			12-Oct
College of Western Idaho CWI	2407 Caldwell Blvd. Nampa, Idaho 83651 208-562-3000		https://cwi.idaho-sm.simplify.com/employers/index.php			12-Oct
Commission of Hispanic Affairs	5460 W. Franklin Rd. Boise, ID 83705		http://icha.idaho.gov/			12-Oct
Referral						
Craigslst.com (boise)	Online Only		http://boise.craigslst.org/	1		
American Broadcasting School	Online Only					12-Oct
Referral				1	1	12-Oct

FULL-TIME VACANCIES AND CONTACT LISTS

ESPN Host 9/14/16 – 10/14/16

Name of Organization	Address/Phone	Email/contact	Website	Interviewed	Hired	Posted
Allaccess	Online Only		http://www.allaccess.com/		4	14-Sep
Idaho State Broadcasters Association	Online only		http://www.idahobroadcasters.org/			14-Sep
Idaho Department of Labor	317 W. Main St. Boise, ID 83735 208-332-3570		idahoworks.gov			14-Sep
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			14-Sep
Boise State University	1173 University Drive Boise, ID 83725 208-426-1747		https://boisestate-csm.symbicity.com/employers/			14-Sep
BoiseHelpWanted.com	Online only		www.BoiseHelpWanted.com/employer/			
LDS Employment Resource Services	Patrick Hugh McLane 50 E. North Temple St, Salt Lake City, UT 84150		https://www.ldsjobs.org/			14-Sep
College of Western Idaho CWI	2407 Caldwell Blvd. Nampa, Idaho 83651 208-552-3000		https://cwidaho-csm.symbicity.com/employers/index.php			14-Sep
Commission of Hispanic Affairs	5460 W. Franklin Rd. Boise, ID 83705		http://icha.idaho.gov/			14-Sep
Referral					3	14-Sep
Craigslst.com (boise)	Online Only		http://boisecraigslst.org/		2	14-Sep
STAA			staaalent.com		3	14-Sep

FULL-TIME VACANCIES AND CONTACT LISTS

Account Executive 7/26/16 – 10/26/16

Name of Organization	Address/Phone	Email/Contact	Website	Interviewed	Hired	Posted
AllAccess	Online Only		http://www.allaccess.com/			Posted
Idaho State Broadcasters Association	Online only		http://www.idahobroadcasters.org/			Posted
Idaho Department of Labor	317 W. Main St. Boise, ID 83735 208-332-3570		idahoworks.gov			Posted
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			Posted
Boise State University	1173 University Drive Boise, ID 83725 208-426-1747		https://boisestate-csm.simplicity.com/employers/			Can't Post
BoiseHelpWanted.com	Online only		www.BoiseHelpWanted.com/employer/			Posted
LDS Employment Resources Services	Patrick Hugh McLane 50 E. North Temple St. Salt Lake City, UT 84150		https://www.ldsjobs.org/			Posted
College of Western Idaho CWI	2407 Caldwell Blvd. Nampa, Idaho 83651 208-562-3000		https://cwiidaho-csm.simplicity.com/employers/index.php			Posted
Commission of Hispanic Affairs	5460 W. Franklin Rd. Boise, ID 83705		http://cha.idaho.gov/			Posted
Referral						
Media Staffing			Mediastaffing.com Media Staffing interviewed all candidates from all locations			1 Posted

FULL-TIME VACANCIES AND CONTACT LISTS

Account Executive 1/18/17 – Current

Name of Organization	Address/Phone	Email/Contact	Website	Interviewed	Hired	Posted
Allaccess	Online Only		http://www.allaccess.com/			18-Jan
Idaho State Broadcasters Association	Online only		http://www.idahobroadcasters.org/			18-Jan
Idaho Department of Labor	317 W. Main St. Boise, ID 83735 208-332-3570		idahoworks.gov			18-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			18-Jan
Boise State University	1173 University Drive Boise, ID 83725 208-426-1747		https://boisestate-csm.simplifcity.com/employers/			18-Jan
BoiseHelpWanted.com	Online only		www.BoiseHelpWanted.com/employer/			18-Jan
IDS Employment Resource Services	Patrick Hugh McLane 50 E. North Temple St. Salt Lake City, UT 84150		https://www.idsjobs.org/			18-Jan
College of Western Idaho CWI	2407 Caldwell Blvd. Nampa, Idaho 83851 208-562-3000		https://cwidaho-csm.simplifcity.com/employers/index.php			18-Jan
Commission of Hispanic Affairs	5460 W. Franklin Rd. Boise, ID 83705		http://cha.idaho.gov/			18-Jan
Referral						
Craigslist.com (boise)	Online Only		http://boise.craigslist.org/			18-Jan
American Broadcasting School	Online Only					18-Jan
Media Staffing			Mediastaffing.com			2 Posted
			Media Staffing interviewed all candidates from all locations			

Grand Total Number of Applicants Interviewed: 63

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

OUTREACH INITIATIVES

#1

Activity: Management Personnel Training on EEO
Date of Activity: May 16, 2017
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.

#2

OUTREACH INITIATIVES

Activity:

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

Date of Activity:

12/8/16

Host:

Joey Jenkins

Brief Description:

HS student from Ontario, OR job shadowed KNFL-AM team. Learned phone screening, requirements for program director and on air host positions, and observed a typical day in radio. Was informed as to the skills required to obtain a career in radio.

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:

Sept 2016 – Dec 2016

Employees:

Vijay Das of KWWYD-FM

Brief Description:

Taught 3 different students from Union High School (at various intervals) skills in production, phone screening, show prep, and blogging for the website. They shadowed promotional events for the stations for experience in events coordination and marketing. Were informed as to the skills required to obtain a career in radio.

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:

Sept 2016 – Dec 2016

Brief Description:

Vijay Das of KWTYD-FM gave two students from the Boise State Radio program guidance on how to structure a radio show, gather show prep, and explained the different roles and aspects of radio that are available beside being an on air personality. Were informed as to the skills required to obtain a career in radio.

#7

OUTREACH INITIATIVES

Activity:

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

Date of Activity:

Sept 2016 – Oct 2016

Brief Description:

Vijay Das of KWYD-FM gave students from Union High School, Meridian High School, as well as various Wild 101 listeners, tours 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

#8

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

Date of Activity: 2017 January

Brief Description: Ran recruitment ads and promos on all stations informing listeners of available positions at Impact Radio.

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: 02/24/17 - Current

Brief Description: One student from Union High School job shadows Booker from KZMG FM once a week to learn how studio equipment works and record bits to be played back on air. The student is informed as to the skills required to obtain a career in radio.

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: 02/24/17

Brief Description: One student from Union High School job shadowed Booker from KZMG FM and learned about Show Prep and other Radio related duties. The student was 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: 03/13/17

Brief Description: On air personalities Curtis Booker from KZMG FM and Vijay Das from KWYD FM spoke at Career day at Union High School. The students were informed as to the skills required to obtain a career in radio.

OUTREACH INITIATIVES

#12

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

Date of Activity: 04/22/17

Brief Description: Mountain View High School student job shadowed ESPN team. Observed a typical day in radio and learned about the automation equipment. Was informed as to the skills required to obtain a career in radio.

OUTREACH INITIATIVES

#13

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

Date of Activity: 04/22/17

Brief Description: Brenda Mee from KQBL FM gave a presentation to 30+ Idaho and national rodeo ambassadors and their parents and coaches about how to work with the media. Included preparation and presentation and how to build confidence and stay on topic and answer questions. Also included vocal training and how to speak properly on a microphone.

OUTREACH INITIATIVES

#14

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

Date of Activity: 04/28/17

Brief Description: Brenda Mee from KQBL FM gave a tour to 4-H high school students from the Ada County Youth 4-H youth Development Program. Coached them on how to speak on the microphone and present the information for their upcoming 4-H Benefit Dinner. The students recorded an interview that was later played back on the air. Were informed as to the skills required to obtain a career in radio.

#15

OUTREACH INITIATIVES

Activity:

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

Date of Activity:

04/28/17

Brief Description:

Brenda Mee from KQBL FM gave a tour to 4-H high school students from the Ada County Youth 4-H youth Development Program. Coached them on how to speak on the microphone and present the information for their upcoming 4-H Benefit Dinner. The students recorded an interview that was later played back on the air. Were informed as to the skills required to obtain a career in radio.

OUTREACH INITIATIVES

#16

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

#17

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

Date of Activity: 3/10/17

Brief Description: ESPN Boise staff had a high school student from Mountain View come shadow their show in studio for all 4 hours of The Drive. They gave him a tour of the studio, the station, and also answered questions about the broadcasting industry and pursuing a career in sports radio. Was informed as to the skills required to obtain a career in radio.

OUTREACH INITIATIVES

#18

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

Date of Activity: 3/23/17

Brief Description: ESPN staff had a Weiser High School student come shadow their afternoon show when they were live on remote. They showed him about the remote set up with equipment, while also showing him how they produce a show on a live remote. He was also able to listen in during the live show, and hear the interaction between the hosts and the board operator. They also answered questions about the broadcasting industry and pursuing a career in sports radio.

OUTREACH INITIATIVES

#19

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

Date of Activity: May 2017

Brief Description: Facebook posts on KQBL-FM, KZMG-FM and KWYD-FM pages announcing hiring of seasonal part time help in promotions.

6/1/16 - 5/31/17

Full-Time Hire	Date of Hire
Chief Engineer	12/12/2016
ESPN Host	11/01/2016
Account Executive	09/01/2016
Account Executive	09/19/2016
Account Executive	03/13/2017

IMPACT RADIO GROUP
ANNUAL EEO PUBLIC FILE REPORT
(June 1, 2017 – May 31, 2018)

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, 2018)

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 (FORMERLY KNFL-AM), KQBL HD3, KWYD-FM, & KZMG-FM.

The information contained in the EEO Public File Report covers the period from June 1, 2017 to May 31, 2018. 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

Field Engineer 07/28/17 – 08/28/17

Name of Organization	Address/Phone	Email/Contact	Website	Interviewed	Hired	Posted
AllAccess	Online Only		http://www.allaccess.com/	1		28-Jul
Idaho State Broadcasters Association	Online only		http://www.idahobroadcasters.org/			28-Jul
Idaho Department of Labor	317 W. Main St. Boise, ID 83725 208-332-3570		idahoworks.gov			28-Jul
University of Idaho - Vandal Career Connection	PO Box 442594 Mercoev ID 83944 208-888-5111		http://www.uidaho.edu/financial-aid/student-jobs-for-employers/post-job-opening			28-Jul
Boise State University	1173 University Drive 84124, ID 83725 208-426-1747		https://app.idahohandshake.com/login			31-Jul
BoisefieldWanted.com	Online only		www.BoisefieldWanted.com/employer/			28-Jul
IDS Employment Resource Services	Patrick Hugh McLane 50 E. North Temple St, Salt Lake City, UT 84150		https://www.idsjobs.org/			28-Jul
College of Western Idaho CWI	2407 Caldwell Blvd. Nampa, Idaho 83851 208-562-3000		https://cwido-ctsm.symbalix.com/employers/index.php			28-Jul
Commission of Hispanic Affairs	5450 W. Franklin Rd. Boise, ID 83705		http://cha.idaho.gov/			28-Jul
Referral				1	1	
Craiglist.com (boise)	Online Only		http://boise.craigslist.org/			31-Jul
American Broadcasting School	Online Only					28-Jul

FULL-TIME VACANCIES AND CONTACT LISTS

Admin Assistant 02/28/18-03/28/18

Name of Organization	Address/Phone	Email/Contact	Website	Interviewed	Hired	Posted
ATAccess	Online Only		http://www.allaccess.com/			28-Feb
Idaho State Broadcasters Association	Online only		http://www.idahobroadcasters.org/			28-Feb
Idaho Department of Labor	317 W. Main St. Boise, ID 83725 208-333-3570		idahoworks.gov			28-Feb
University of Idaho - Vandal Career Connection	PO Box 442584 Moscow ID 83844 208-855-5111		http://www.uidaho.edu/financial-aid/student-jobs-for-employers/post-job-opening			28-Feb
Boise State University	1173 University Drive Boise, ID 83725 208-425-1747		https://app.joinhandshake.com/login			Feb-18
BoiseHelpWanted.com	Online only		www.BoiseHelpWanted.com/employer/		1	28-Feb
LDS Employment Resource Services	Patrick Hugh McLane 50 E. North Temple St. Salt Lake City, UT 84150		https://www.ldsjobs.org/			28-Feb
College of Western Idaho CWI	2407 Caldwell Blvd. Nampa, Idaho 83851 208-552-3000		https://cwiidaho-csm.simplifly.com/employers/index.php			28-Feb
Hiw Heroes USA, Mission 43 Initiative	208-424-2635 984-799-7533		www.hireheroesusa.org/idahof/			28-Feb
Commission of Hispanic Affairs	5490 W. Franklin Rd. Boise, ID 83705		http://icha.idaho.gov/			28-Feb
Referral						
Craigsltr.com (boise)	Online Only		http://boise.craigsltr.com/		4	28-Feb
American Broadcasting School	Online Only					28-Feb
Personally delivered to Office	5590 E Franklin Rd Suite 200 Nampa, Idaho 83857		jobs@impacketlogroup.com			28-Feb

Grand Total Number of Applicants Interviewed: 7

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

OUTREACH INITIATIVES

#1

Activity: Management Personnel Training on EEO
Date of Activity: March 21, 2018
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:

06/09/17

Host:

Joey Jenkins

Brief Description:

Nampa HS student graduate job shadowed KQBL-HD2 (ESPN) team. Learned phone screening, requirements for program director and on air host positions, and observed a typical day in radio. Was informed as to the skills required to obtain a career in radio.

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:

06/23/17

Host:

Joey Jenkins

Brief Description:

Boise State student job shadowed KQBL-HD2 (ESPN) team. Learned phone screening, requirements for program director and on air host positions, and observed a typical day in radio. Was informed as to the skills required to obtain a career in radio.

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 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

#6

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

Date of Activity: 06/05/17

Host: James Garner

Brief Description: Nampa HS student job shadowed Production Director. Learned operations of the company, including programming, traffic, sales, and production. Spent time discussing how the production and automation systems work together. Worked with the production software, Adobe Audition, and demonstrated various tips and tricks for how to produce quality audio commercials and elements. Shown how to produce a complete commercial from beginning to end. Was informed as to the skills required to obtain a career 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:

07/12/17

Host:

Vijay Das

Brief Description:

Vijay Das of KWWYD-FM gave Youth Group from a local Meridian church 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

#8

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

Date of Activity: 10/02/17-10/06/17

Brief Description: Employee sent to Alabama Broadcasters Association training. This training is designed to help new comers and those interested in broadcast engineering obtain an understanding of the technical side of Radio Broadcasting. It covers everything from basic electronics to the transmit antenna along with FCC rules and basic engineering duties. Employee received a certification as an SBE Certified Broadcast Technologist.

OUTREACH INITIATIVES

#9

Activity:

Training provided to help employees qualify for higher positions

Date of Activity:

09/07/17

Brief Description:

Employee received Sales online training through the Radio Association of Broadcasters and obtained a certificate on Radio Marketing Professional Program for Radio Sales. This training is designed to help new comers and those interested in broadcast radio sales obtain an understanding of the technical side of radio marketing.

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:

11/20/17

Host:

KJ Mac

Brief Description:

One attendee from Vocational Rehabilitation in Boise job shadowed KJ Mac from KKKO-AM and learned about Voice tracking, scheduling music, and working on promotion for KOOL. The attendee was 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:

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

#12

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

Date of Activity: 06/01/17-04/30/18

Host: KJ Mac

Brief Description: Emmett HS student job shadowed KKKO-AM Program Director KJ Mac. Learned operations of the company, including Programming, Promotions, and Production. Was informed as to the skills required to obtain a career in radio.

OUTREACH INITIATIVES

#13

Activity:

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

Date of Activity:

01/01/18-01/31/18

Host:

Vijay Das

Brief Description:

College of Western Idaho – CWI student job shadowed Vijay Das from KWYD-FM every Tuesday in the month of January 2018. Learned operations of the company, including Programming, Promotions, and Production. Was informed as to the skills required to obtain a career in radio.

OUTREACH INITIATIVES

#14

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

Date of Activity: 04/01/18-07/31/18

Host: Vijay Das

Brief Description: College of Western Idaho – CWI student job shadowed Vijay Das from KYYD-FM every Monday and Wednesday. Learned operations of the company, including Programming, Promotions, and Production. Was informed as to the skills required to obtain a career in radio.

OUTREACH INITIATIVES

#15

Activity: Training provided to help employees qualify for higher positions

Date of Activity: 04/08/18-04/12/18

Brief Description: Employee sent to National Association of Broadcasters convention in Las Vegas. Employee learned about new products in the radio industry. Went to sessions on how to optimize HD radio, audio transport and AoIP.

OUTREACH INITIATIVES

#16

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

#17

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

Date of Activity: 05/4/18

Brief Description: Employees attended the one day advanced Microsoft Excel seminar.

OUTREACH INITIATIVES

#18

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

Date of Activity: 06/01/17-02/28/18

Brief Description: Sales staff and Sales management received each a membership that allowed them to access live and online training provided by Terry L. Hansen & University. Each member was able to access numerous training, coaching and consulting resources monthly and on-demand.

OUTREACH INITIATIVES

#19

- Activity:** Disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.
- Date of Activity:** 05/01/18-current
- Host:** Vijay Das
- Brief Description:** College of Western Idaho – CWI student job shadows Vijay Das from KWYD-FM three times a week. The student learns about the operations of the company, including Programming, Promotions, and Production. The student is also informed as to the skills required to obtain a career in radio.

OUTREACH INITIATIVES

#20

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

Date of Activity: 06/01/17-12/21/17

Host: Vijay Das

Brief Description: College of Western Idaho – CWI student job shadowed Vijay Das from KWYD-FM two times a week. The student learned about the operations of the company, including Programming, Promotions, and Production. The student was also informed as to the skills required to obtain a career in radio.

6/1/17 - 5/31/18

Full-Time Hire

Date of Hire

Field Engineer

08/14/2017

Admin Assistant

03/30/2018



5660 Franklin Rd Suite 200 Nampa, ID 83687 Phone (208) 465-9966 Fax (208) 465-2922

Exhibit B

Full-time Position Announcements



Resources List

June 1st, 2016-May 31st, 2017

AllAccess

Idaho State Broadcast Association

Idaho Department of Labor

University of Idaho - Vandall Career Connection

BoiseHelpWanted.com

LDS Employment Resource Services

College of Western Idaho CWI

Commission of Hispanic Affairs

Craigslist.com(Boise)

You have **86** unread Net News stories.

search by keyword ...

Home > All Forums > Job Market > Job Openings

Forum rules

You can only post the job opening once in any 24 hour period. Please print your job opening for EOE records. Job openings will remain visible for 14 days. Do not post in this forum if you are looking for work. Please, go to Situations Wanted to post your availability.

No voiceover, voicetracking, or other business plugs, please!

Search this topic...

Search

1 post • Page 1 of 1

Edit post

Delete post

Report this post

Chief Engineer Needed

by **Impact Radio Group** » Wed Oct 12, 2016 11:48 am

Impact Radio Group.....Live, Local, and Independent.

Impact Radio Group is looking for an experienced radio station engineer to direct and coordinate installation, maintenance and repair of studio, transmitting and ancillary equipment in order to maintain competitive signals in the market while complying with all FCC technical requirements. Impact Radio group owns and operates 4 class C FM facilities and two Class B AM facilities in the Boise, Idaho market. These facilities are utilized to bring 7 competitive formats to the Treasure Valley and beyond (96.1 Bob FM, My 102.7, Wild 101.1, 101.9 The Bull, 92.7 The Alternative, Kool Oldies 101.5 and ESPN). At Impact Radio Group we are passionate about local radio and like to build facilities and brands that we can be proud of. We hire problem solvers who are passionate, driven, and resourceful and organized.

Future Chief Engineer:

- Must possess an Associates or technical degree in Electrical Engineering or related field or equivalent experience
- Minimum of 5 years' experience as a Chief Engineer or equivalent
- Track record of achievements, awards and always striving to be the best in everything they do
- Excellent management skills to include managing staff and projects
- Effective communicator and the ability to cultivate relationships
- Positive attitude with the willingness to get beyond their comfort zone to grow professionally
- Knowledge of all applicable FCC rules and regulations
- Advanced experience with cluster-wide audio routing, digital audio automation (Wide Orbit preferred), EAS, IT systems, high power broadcast transmitters, high power antenna and combiner systems.
- IT skills must include in depth knowledge of local area and wide area networking to include VLANs
- Knowledge of telephone systems and protocols POTS, ISDN, T1, DSL and PRI circuits
- Working knowledge of iBiquity IBOC (HD Radio) technology is preferred
- Must have good record keeping skills.
- Must be able to lift 50 pounds
- Must have a valid driver's license with a clean driving record

What Impact Radio Group Offers:

- Seven Local Radio Stations you can be passionate about engineering
- An opportunity to embark on a career with the fastest growing media company in the Treasure Valley
- The tools to help you succeed
- Recognition and reward for outstanding performance
- Competitive pay
- Gym Membership
- Medical, Dental & Vision Insurance package with employee-only premium paid 100% by Impact
- Vacation & Holidays to enjoy the fruits of your labor

Send resume to jobs@impactradiogroup.com Attention: Ian Perry

"We are an Equal Opportunity Employer. It is our continuing policy to afford equal employment opportunity to qualified individuals regardless of their race, color, religion, sex, or sexual orientation, national origin, age or physical or mental disability, veteran or disabled veteran status, and to conform to applicable laws and regulations. We solicit assistance

on these openings and future openings. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the position.
Impact Radio Group

Posts: 42

Joined: Mon Feb 15, 2010 3:26 pm

[Top](#)

1 post • Page 1 of 1

[Return to Job Openings](#)

Jump to:

Radio Formats

Alternative
Contemp Christian
Country
Dance
Hot/Mod/AC
News/Talk/Sports
Rock
Top 40/M
Top 40/R
Triple A
Urban/UJAC

Net News

[Net News Home](#)

RSS

Jobs

[Job Openings](#)
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Mobile Content

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[PD Chronicles](#)
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[Net Talk](#)
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[Internet/Digital](#)
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[Engineering/Tech](#)
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Social

[AA on Facebook](#)
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[AA on Twitter](#)

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[Nielsen](#)
[Eastlan](#)

Charts & Data

[Mediabase](#)
[Song Charts](#)
[Airplay Add Board](#)
[RateTheMusic](#)
[StreetPulse](#)
[Big Champagne](#)
[Stock Index](#)

SongDish

People

[Industry Directory](#)
[Power Player](#)
[Passport Approved](#)

Local Directories

[New York Directory](#)
[Los Angeles Directory](#)
[Chicago Directory](#)
[Nashville Directory](#)
[San Francisco Directory](#)
[Atlanta Directory](#)
[Dallas Directory](#)
[Houston Directory](#)
[San Antonio Directory](#)
[More Local Directories](#)

All Access Music

My Account

[Edit My Account](#)

How can we help you?

[I have a comment/suggestion](#)
[I have a tip for Net News](#)
[I'd like to advertise on the site](#)
[I have a business opportunity](#)
[I have an Industry Directory update](#)
[I have a Nielsen/Ratings correction](#)
[I'm having trouble with the website](#)
[I'd like to contribute content](#)

All Access Music Group

24955 Pacific Coast Highway, C303
Malibu, CA 90265
310.457.6616 (P)
310.457.8058 (F)

7/26/2016

Idaho State Broadcast Association
Impact Radio Group Mail - Job Posting



Brooke Matson <brooke@impactradiogroup.com>

Job Posting

Brooke Matson <brooke@impactradiogroup.com>

Tue, Jul 26, 2016 at 11:13 AM

To: isba@qwestoffice.net

Hello,

We would like to post the following job posting with you if you are willing!

Let us know if you have any questions!

Thank you so much!

—
Brooke Matson
Impact Radio Group

KNFL-AM KSRV-FM KQBL-FM KMYD-FM KZMG-FM
5660 E Franklin Road, Ste 200
Nampa, ID 83687
Phone: 1-208-465-9966
Fax: 1-208-465-2922
Brooke@ImpactRadioGroup.com

"We strive daily for accountability, perfection, honesty, and a fun environment."



A 30 day and 33% fulfillment cancellation policy is required of all schedules. All commercials and added value elements are Preemptable by rate and subject to redistribution within flight or may be bumped due to rates, supply and demand. This station does not discriminate in the sale of advertising time, and will accept no advertising which is placed with intent to discriminate on the basis of race or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, national origin, or ancestry.

2016 0726 Account Executive - Impact Radio Group Job Description.docx
36K

Job was successfully updated. ✕

Review and Post Job Order #802230

- You have entered a starting wage that is lower than your State's minimum wage. If this is not correct, return to the Job Description page to correct the minimum starting wage for this job.

Post a Job

[Edit](#)

What is the job title?

Account Executive

What date do you want this job made public?

2016-07-26

What is the expiration date of this job?

2016-08-25

How many positions are available?

1

How many years of experience are required for this job?

1 year

What education level is required for this position?

High School Diploma or Equivalent

What is the minimum educational functioning level required for this position?

Individual is able or can learn to follow simple multi-step directions and read common legal forms and manuals; can integrate information from texts, charts, and graphs; can create and use tables and graphs; can complete forms and applications and complete resumes; can perform jobs that require interpreting information from various sources and writing or explaining tasks to other workers; is proficient using computers and can use most common computer applications; can understand the impact of using different technologies; and can interpret the appropriate use of new software and technology.

Day shift?

7/26/2016

Yes

Evening shift?

No

Night shift?

No

Rotating shift?

No

Split shift?

No

Multiple shifts available?

No

Are there other shift schedules for this job?

Is this job part-time or full-time?

Full-time

Is this job temporary or permanent?

Permanent

Average hours per week

40

Is overtime available

No

Is overtime required

No

Is this job an Affirmative Action job?

No

Is this a green job?

No

Is this job supporting an H-1B, H-2A or H-2B Recruitment Activities?

No

7/26/2016

Is there a formal program for training new employees?

No

Is your company a Registered Apprenticeship sponsor?

No

Please enter the Apprenticeship Registration Number

Is travel required for this job?

No

Is driving an essential function of this job?

Yes

Driver's License

[Edit](#)

Does this job have driver's license requirements?

Class D

If this position requires a commercial driver's license, please indicate any endorsements that are required.

If this position requires a commercial driver's license, please indicate any restrictions that will prevent an applicant from being considered.

Job Description

[Edit](#)

Do you want to display wage information in this job posting?

No

How are wages paid for this position?

Other

Minimum starting wage or salary

7/26/2016

\$1.00

Maximum starting wage or salary

\$1.00

Salary other explanation

Sales Based

What is the job description?

Impact Radio Group.....Live, Local, and Independent.

Impact Radio Group is offering a unique, successful, and rewarding career in Media Sales as an Account Executive. Impact Radio Group will provide you with all of the tools you need to become a leader amongst the Sales Professionals in the Treasure Valley. You can team up with local business owners with five of Boise's best radio stations, (Bob 96.1, My 102.7, Wild 101.1, The Bull 101.9, 92.7 The Alternative, and ESPN), to help build custom and creative marketing plans to help local businesses grow and stimulate our local economy, while earning the pay you deserve. We hire problem solvers who are passionate, driven, and resourceful, organized and can cultivate client relationships with great communication skills and customer focused service.

Future Account Executive:

- 1-5 years of experience developing new business relationships in an outside sales role, as a recognized top-performer preferred
- Track record of achievements, awards and always striving to be the best in everything they do
- Strong understanding of lead generation and ability to connect with viable prospects
- Comprehension of sales metrics in order to fill a sales funnel and robust pipeline of residual business
- Effective communicator and the ability to cultivate relationships
- Positive attitude with the willingness to get beyond their comfort zone to grow professionally
- Undeterred by the daily obstacles and challenges facing outside B to B sales
- High energy and passion for the job
- Media Sales background preferred
- Basic Knowledge of MS Office Products
- Bachelors Degree preferred

What Impact Radio Group Offers:

- Six Local Radio Stations you can be passionate about selling that will assist clients in growing their company
- An opportunity to embark on a career with the fastest growing media company in the Treasure Valley
- In house and hands on training
- Recognition and reward for outstanding performance
- Competitive pay without a ceiling and ability to incrementally increase income year over year
- Gym Membership
- Medical, Dental & Vision Insurance package with employee-only premium paid 100% by Impact
- Vacation & Holidays to enjoy the fruits of your labor

Send resume to jobs@impactradiogroup.com Attention: Kay Lee

"We are an Equal Opportunity Employer. It is our continuing policy to afford equal employment opportunity to qualified individuals regardless of their race, color, religion, sex, or sexual orientation, national origin, age or physical or mental disability, veteran or disabled veteran status, and to conform to applicable laws and regulations. We solicit assistance on these openings and future openings. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the position."

Are specific credentials required for this job? If so, please list them here.

Essential Talents

Essential Tools and Technologies

Essential Work Activities

Job Location

[Edit](#)

Company name

Impact Radio Group

Company Description

Radio Broadcasting

Physical address

Address - 5660 Franklin Rd Suite 200

Posting Preferences

[Edit](#)

How do you want your job to display?

Public

Would you like to receive resume matches by email?

No

Note to yourself

Index this on US.jobs by Direct Employer?

Yes

Do you need staff assistance with this job order?

No

Additional Information

Edit

Medical Insurance

Yes

Dental Insurance

Yes

Life Insurance

Yes

Paid Vacation

Yes

Retirement Plan

No

Disability

No

Incentive Pay

No

Tuition Reimbursement

No

Company Vehicle

No

401K

No

Child Care

No

Miscellaneous benefits

Contact Information

[Edit](#)

Contact Name

Kay Lee Smith

Contact Title

Sales Manager

Contact Address

Address - 5660 Franklin Rd Suite 200

Contact Phone

Phone Number - 2084659966

Contact Fax

Fax Number - 2084652922

Contact Email

Email Address4 - jobs@impactradiogroup.com

Application Link

Company Link

Web Address2 - http://www.impactradiogroup.com

Applicant Reply Method

Email

Application Description

Job Order View

To view this Job Posting as it will be displayed, select the option below that best suits your needs.

Short Display

View

This is how your job posting will display to job seekers when they conduct a job search.

Full Display

7/26/2016

[View](#)

This is how the information about this job posting will display to job seekers when they click on the job title to view the job details.

Activate this Job Posting

Select Language

Powered by Google Translate

7/26/2016



Directions

(https://maps.google.com/maps?l=43.61871,-116.214607&z=10&t=m&hl=en&gl=US&mapclient=apiv3)

Map data ©2016 Google

University of Idaho

STATUS
Pending

EXPIRATION DATE
2016 Sep 24th 11:59 pm

INTERESTED IN INTERVIEWING ON CAMPUS?
No

INFO
Requested 4 minutes ago by Impact Radio Group (/employers/25211)

Add a Comment...

Add Comment

Boise, ID, USA 10 - 50 employees industry company Commission

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- 1-5 years of experience developing new business relationships in an outside sales role, as a recognized top-performer preferred
- Track record of achievements, awards and always striving to be the best in everything they do
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- Comprehension of sales metrics in order to fill a sales funnel and robust pipeline of residual business
- Effective communicator and the ability to cultivate relationships
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- Bachelors Degree preferred

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- In house and hands on training
- Recognition and reward for outstanding performance
- Competitive pay without a ceiling and ability to incrementally increase income year over year
- Gym Membership
- Medical, Dental & Vision Insurance package with employee-only premium paid 100% by Impact
- Vacation & Holidays to enjoy the fruits of your labor

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CONTACTS
Crystal Castorena

JOB FUNCTIONS

Sales

IMPACT RADIO GROUP

Impact Radio Group.....Live, Local, and Independent.

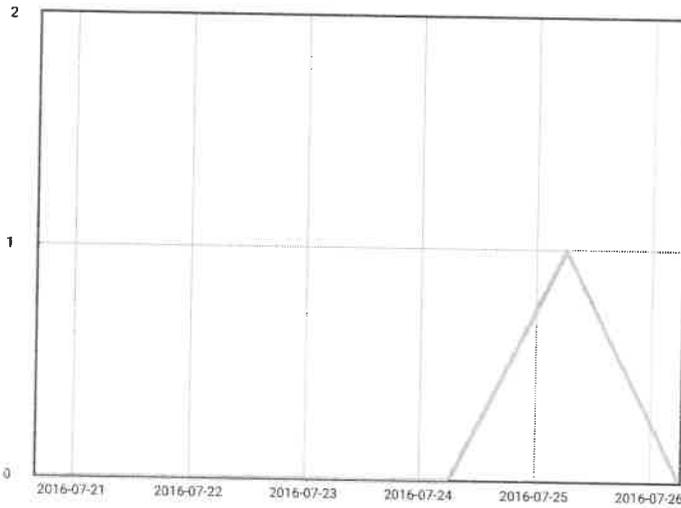
Qualifications

ALLOWED SCHOOL YEARS
All school years allowed

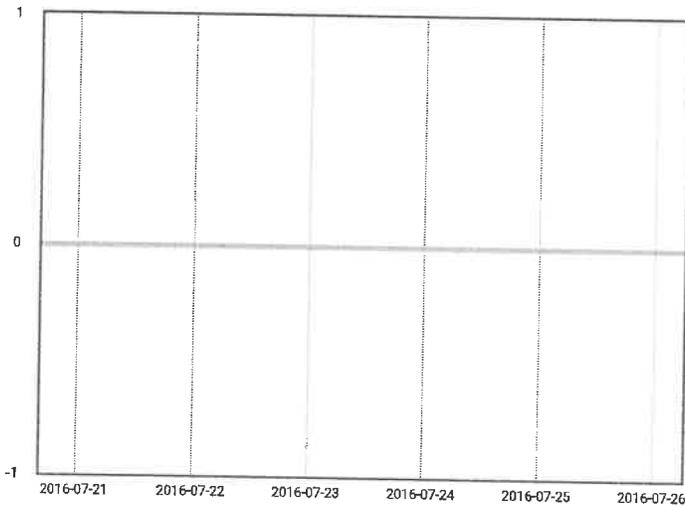
ALLOWED MAJORS
All majors allowed

WORK AUTHORIZATION REQUIREMENTS
US work authorization is required

Views



Applicants



Impact Radio Group

 Full Time
 Immediately
 Nampa, ID
 a minute ago

[Apply Now! \(/boise/job-apply/121307303/\)](/boise/job-apply/121307303/)[Share with friends:](#)

ESPN Producer

ESPN RADIO BOISE AFTERNOON DRIVE CO-HOST/TEAM MEMBER

Job Description

Are you a Sports FREAK? ESPN RADIO BOISE is looking for a new afternoon drive co-host! ESPN BOISE is looking for an energetic, informative, creative, and hardworking co-host to join the very successful ESPN BOISE team. In addition to co-hosting the afternoon drive show, you will be assisting the program director in production, promotion, and content creation.

The ideal candidate will be someone with prior hosting experience, and can bring a new layer of entertainment, information, and expertise to an already successful afternoon drive show. The ideal candidate is also someone who isn't afraid of doing the dirty work of the radio industry including remote set up, board operation, and editing audio. Creativity is a must! Strong organizational and communication skill are a critical component to the job! Must be able to create on air content of high quality quickly and consistently.

What Impact Radio Group Offers:

- A supportive environment with emphasis on helping you attain your goals
- Opportunities to learn new skills and for advancement
- Gym Membership
- Medical, Dental & Vision Insurance package with employee-only premium paid 100% by Impact
- Vacation & Holidays to enjoy the fruits of your labor

Required Skills and Experience

- Minimum 2 years radio experience required
- Ability to learn and work in a fast paced environment

- Strong phone etiquette
- Creative, outgoing personality
- Experience in broadcast editing tools, radio production
- Basic knowledge of how to operate sound equipment (will train)
- Comfortable handling large pieces of equipment and furniture
- Must be able to lift and move at least 70 pounds
- Strong creativity and writing skills
- Ability to work well with others and follow direction
- Computer Skills (including social media, Microsoft suite, adobe suite). Strong consideration given to applicants with strong computer skills & familiarity with the following applications or similar:
 - Wide Orbit
 - Wide Orbit Audio Finder
 - Station Profiler
 - Adobe Audition
 - Playlist Editor
 - Photoshop
 - Podcast (implementation and management)
 - Valid driver's license, car insurance, and dependable transportation
 - Experience driving vans and trailers preferred

Impact Radio Group is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

To apply send your resume and a cover letter to jobs@impactradiogroup.com
(<mailto:jobs@impactradiogroup.com>)

[Apply Now! \(/boise/job-apply/121307303/\)](/boise/job-apply/121307303/)

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Navigation

[BoiseHelpWanted.com \(/boise-jobs/\)](/boise-jobs/)

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[Post a Job / Pricing \(/boise-recruitment/\)](/boise-recruitment/)

[Agency Login \(/boise/login-employer/\)](/boise/login-employer/)

[Contact Us \(/boise/contact/\)](/boise/contact/)

[Employer Help \(/boise/help/recruiter-faqs-help-with-job-postings/\)](/boise/help/recruiter-faqs-help-with-job-postings/)

[Job Search Help \(/boise/help/job-search-faqs-how-to-apply-for-jobs/\)](/boise/help/job-search-faqs-how-to-apply-for-jobs/)

[Broadcaster Info \(/corporate/\)](/corporate/)

[Regional Sites \(/corporate/employers/\)](/corporate/employers/)

Find a Job

[View All Jobs \(/boise/find-jobs/\)](/boise/find-jobs/)

[View Boise Area Jobs By Category \(/boise/jobs-in-boise/\)](/boise/jobs-in-boise/)

[View Boise Area Jobs By City \(/boise/job-openings-boise/\)](/boise/job-openings-boise/)

[View Boise Area Jobs By Company \(/boise/jobs-by-company/\)](/boise/jobs-by-company/)

[by Job Title \(/boise/job-search-by-titles/\)](/boise/job-search-by-titles/)

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Impact Radio Group

 Preview

Company Overview

Description

Radio station with several formats. AM talk radio, FM music, etc...

Contact Info

Website: impactradiogroup.com
Email: jim@impactradiogroup.com
Phone: 208-465-9966
Alternate Phone:

Primary Location

5660 E. Franklin Rd.
 Nampa, Idaho 83687

Company Details

Locations & Contacts

Company Contacts

First Name	Last Name	Title	Type
▶ Ian	Perry	Chief Engineer	Contact
▶ Ben	Bieri	Promotions Director	Contact
▶ Darrell	Carlton	General Manager	Contact
▶ Crystal	Castorena	—	Editor
▶ Mike	Christianson	—	Contact
▶ Kevin	Cruise	Program Director	Contact
▶ Jim	Miles	—	Contact
▶ Kay Lee	Smith	Sales Manager	Contact

Edit Job Posting

* Job Title

Chief Engineer

* Position Type

Work Schedule

Wage

Full-time

* Activation Date

2016-10-12

* Expiration Date

2016-11-30

Job Number

(Max 90 Days from Activation)

- This job is offered with benefits
- This job is offered nationwide
- This job can be worked from home
- This job allows telecommuting

* Description & Requirements

Impact Radio Group.....Live, Local, and Independent. Impact Radio Group is looking for an experienced radio station engineer to direct and coordinate installation, maintenance and repair of studio, transmitting and ancillary equipment in order to maintain competitive signals in the market while complying with all FCC technical requirements. Impact Radio group owns and operates 4 class C FM facilities and two Class B AM facilities in the Boise, Idaho market. These facilities are utilized to bring 7 competitive formats to the Treasure Valley and beyond (96.1 Bob FM, My 102.7, Wild 101.1, 101.9 The Bull, 92.7 The Alternative, Kool Oldies 101.5 and ESPN). At Impact Radio Group we are passionate about local radio and like to build facilities and brands that we can be proud of. We hire problem solvers who are passionate, driven, and resourceful and organized.

Future Chief Engineer:•Must possess an Associates or technical degree in Electrical Engineering or related field or equivalent experience•Minimum of 5 years' experience as a Chief Engineer or equivalent•Track record of achievements, awards and always striving to be the best in everything they do•Excellent management skills to include managing staff and projects•Effective communicator and the ability to cultivate relationships•Positive attitude with the willingness to get beyond their comfort zone to grow professionally•Knowledge of all applicable FCC rules and regulations•Advanced experience with cluster-wide audio routing, digital audio automation (Wide Orbit preferred), EAS, IT systems, high power broadcast transmitters, high power antenna and combiner systems. •IT skills must include in depth knowledge of local area and wide area networking to include VLANs•Knowledge of telephone systems and protocols POTS, ISDN, T1, DSL and PRI circuits•Working knowledge of iBiquity IBOC (HD Radio) technology is preferred•Must have good record keeping skills. •Must be able to lift 50 pounds•Must have a valid driver's license with a clean driving record
 What Impact Radio Group Offers:•Seven Local Radio Stations you can be passionate about engineering•An opportunity to embark on a career with the fastest growing media company in the Treasure Valley•The tools to help you succeed•Recognition and reward for outstanding performance•Competitive pay•Gym Membership•Medical, Dental & Vision Insurance package with employee-only premium paid 100% by Impact•Vacation & Holidays to enjoy the fruits of your labor
 Send resume to jobs@impactradiogroup.com Attention: Ian Perry
 "We are an Equal Opportunity Employer. It is our continuing policy to afford equal employment opportunity to qualified individuals regardless of their race, color, religion, sex, or sexual orientation, national origin, age or physical or mental disability, veteran or disabled veteran status, and to conform to applicable laws and regulations. We solicit assistance on these openings and future openings. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the position."

JOB LOCATIONS AND WHO TO CONTACT

Choose a location and contact below to associate with this jobs posting. Job postings must include either a contact or application instructions.

- 5660 E. Franklin Rd., Nampa, Idaho
 - Ben Bieri
 - Darrell Carlton
 - Crystal Castorena
 - jobs@impactradiogroup.com
 - No phone available
 - No alternate phone available
 - Mike Christianson
 - Kevin Cruise
 - Jim Miles
 - Ian Perry

LDS Employment Resources Services

10/12/2016

Impact Radio Group | LDSJobs

No email available No phone available No alternate phone available

Kay Lee Smith

[Add/Edit a Location »](#)

[Add/Edit a Contact »](#)

Application Instructions

Job Postings

SUBMIT

CANCEL

Student Views:0

* indicates a required field

RELATED
RESOURCES

Position Information

ID

1968

Internships
Paper

Position Type *

- Full Time
- Part Time
- Career/Degreed
- Off-Campus Student Employment
- Co-op
- Internship/Externship
- Volunteer

Restrict Applications *

Choosing "yes" will restrict applications for this position to only those students who meet the screening criteria you set

- yes
- no

Title *

Chief Engineer

Job Description *

Impact Radio Group.....Live, Local, and Independent.
 Impact Radio Group is looking for an experienced radio station engineer to direct and coordinate installation, maintenance and repair of studio, transmitting and ancillary equipment in order to maintain competitive signals in the market while complying with all FCC technical requirements. Impact Radio group owns and operates 4 class C FM facilities and two Class B AM facilities in the Boise, Idaho market. These facilities are utilized to bring 7 competitive formats to the

CHECK SPELLING

Resume Receipt

Choose how you would like to receive student resumes for non-ocr positions.

- E-mail
- Accumulate Online
- Other (enter below)

Default email address for resumes *

Enter an email address to which submitted non-ocr resumes will be sent if desired.

jobs@impactradiogroup.com

Requested Document Notes

Special instructions regarding requested documents.

Additional Documents

Which additional documents do you request for non-ocr positions.

- Cover Letter
- Unofficial Transcript
- Writing Sample

Other Documents

Display Contact Information To Students

If checked, please provide information in 'Contact Information' field

Posting Date *

(Job announcement will be posted on this date.)

2016-10-12

SELECT

CLEAR

Expiration Date *

(Job announcement will be removed on this date.)

2016-11-30

SELECT

CLEAR

GPA *

Please enter the minimum grade point average desired.

2

Graduation Date - Range Start *

Please enter the desired graduation range start date.

January

2011

Graduation Date - Range End *

Please enter the desired graduation range end date.

December

2024

Work Authorization *

Please enter the desired work authorization.

US Citizen

Permanent Resident

H-1 Visa

Duration

Approximate Hours Per Week

40

Class Level *

Please enter the desired class levels.

First Year

Second Year

Alumnus

Desired Skills

Type in and choose from suggested skills or press enter to create a new skill. You can add a total of 10 skills.

Desired Major(s) *

Use the menu below to select major(s).

All Majors

Qualifications

Salary Level *

Location *

Location

Nationwide *

yes no

City *

Enter the City

State/Province *

Enter the State/Province

Country *

Enter the Country

United States ▼

DELETE

ADD ITEM

Automatic Application Packet Generation

Would you like to receive an application packet PDF (includes all documents submitted by all job applicants) when this job expires?

yes no

Degree Level

Associate of Arts
Associate of Science
Associate of Applied Science
Technical Certificates
Intermediate Technical Certificates

SUBMIT

CANCEL

10/12/2016



Brooke Matson <brooke@impactradiogroup.com>

Job Posting

Brooke Matson <brooke@impactradiogroup.com>
To: Margie Gonzalez <lymaris.blackmon@icha.idaho.gov>

Wed, Oct 12, 2016 at 2:18 PM

Hello,

We would like to post the following job posting with you, if you are willing!

Let us know if you have any questions!

Thank you so much!

—
Brooke Matson
Impact Radio Group

KNFL-AM KSRV-FM KQBL-FM KWYD-FM KZMG-FM
5660 E Franklin Road, Ste 200
Nampa, ID 83687
Phone: 1-208-465-9966
Fax: 1-208-465-2922
Brooke@ImpactRadioGroup.com

"We strive daily for accountability, perfection, honesty, and a fun environment."



A 30 day and 33% fulfillment cancellation policy is required of all schedules. All commercials and added value elements are Preemptable by rate and subject to redistribution within flight or may be bumped due to rates, supply and demand. This station does not discriminate in the sale of advertising time, and will accept no advertising which is placed with intent to discriminate on the basis of race or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, national origin, or ancestry.

2016 1007 Chief Engineer - Impact Radio Group Job Description.doc
53K

CL boise >
 jobs >
 tv/film/video/radio

Posted 5 minutes ago

ESPN Producer (Nampa)

ESPN RADIO BOISE AFTERNOON DRIVE CO-HOST/TEAM MEMBER

Job Description

Are you a Sports FREAK? ESPN RADIO BOISE is looking for a new afternoon drive co-host! ESPN BOISE is looking for an energetic, informative, creative, and hardworking co-host to join the very successful ESPN BOISE team. In addition to co-hosting the afternoon drive show, you will be assisting the program director in production, promotion, and content creation.

The ideal candidate will be someone with prior hosting experience, and can bring a new layer of entertainment, information, and expertise to an already successful afternoon drive show. The ideal candidate is also someone who isn't afraid of doing the dirty work of the radio industry including remote set up, board operation, and editing audio. Creativity is a must! Strong organizational and communication skills are a critical component to the job! Must be able to create on air content of high quality quickly and consistently.

What Impact Radio Group Offers:

- A supportive environment with emphasis on helping you attain your goals
- Opportunities to learn new skills and for advancement
- Gym Membership
- Medical, Dental & Vision Insurance package with employee-only premium paid 100% by Impact
- Vacation & Holidays to enjoy the fruits of your labor

Required Skills and Experience

- Minimum 2 years radio experience required
- Ability to learn and work in a fast paced environment
- Strong phone etiquette
- Creative, outgoing personality
- Experience in broadcast editing tools, radio production
- Basic knowledge of how to operate sound equipment (will train)
- Comfortable handling large pieces of equipment and furniture
- Must be able to lift and move at least 70 pounds
- Strong creativity and writing skills
- Ability to work well with others and follow direction
- Computer Skills (including social media, Microsoft suite, adobe suite). Strong consideration given to applicants with strong computer skills & familiarity with the following applications or similar:

- o Wide Orbit
- o Wide Orbit Audio Finder
- o Station Profiler
- o Adobe Audition
- o Playlist Editor
- o Photoshop
- Podcast (implementation and management)
- Valid driver's license, car insurance, and dependable transportation
- Experience driving vans and trailers preferred

Impact Radio Group is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

To apply send your resume and a cover letter via email.



© craigslist - Map data © OpenStreetMap

5660 E. Franklin Rd. Suite 200

compensation: N/A

employment type: full-time



- Principals only. Recruiters, please don't contact this job poster.
- do NOT contact us with unsolicited services or offers

Resources List

June 1st, 2017-May 31st, 2018

AllAccess

Idaho State Broadcast Association

Idaho Department of Labor

University of Idaho - Vandall Career Connection

[BoiseHelpWanted.com](#)

LDS Employment Resource Services

College of Western Idaho CWI

Commission of Hispanic Affairs

Craigslist.com(Boise)

American Broadcasting School

Boise State University

Hire Heroes USA, Mission 43 Initiative

All Access

You have 24 unread Net News stories.

search by keyword ...

Home > All Forums > Job Market > Job Openings

Forums

Search Forum Rules

View content and (view messages) from your posts

Admin Assistant

Forum rules

You can only post the job opening once in any 24 hour period. Please print your job opening for EOE records. Job openings will remain visible for 14 days. Do not post in this forum if you are looking for work. Please, go to Situations Wanted to post your availability.

No voiceover, voicetracking, or other business plugs, please!

Search this topic...

Search

1 post • Page 1 of 1

- Edit post
- Delete post
- Report this post

Admin Assistant

By **Impact Radio Group** » Wed Feb 28, 2018 12:34 pm

Administrative Assistant

ESPN Boise, Wild 101.1, My 102.7, 101.9 The Bull, 101.5 Kool Oldies, 96.5 The Alternative, and 96.1 Bob FM are looking for a person with a positive attitude to join our team as an Administrative Assistant.

Job Requirements:

- Computer proficient
- Proficient in Microsoft Office programs and Google Suites
- Excellent phone and email etiquette
- Organized and displays time management skills
- Excellent at multi-tasking and detailed oriented
- Friendly attitude
- Receptive to feedback
- Responsible and reliable
- Professional communication skills
- Must be able to quickly learn new programs
- Problem solving skills

Job Description:

- 8:30am-5pm Monday through Friday.
- Assist the Admin Department with various tasks
- Building prospect lists for Account Executives
- Finding Industry related "seed articles" for Account Executives
- Creating and updating station and cluster documents and sales packages
- Creating client specific sales proposals for Account Executives
- Creating schedules, pulling ranker reports and exporting orders in Nielsen as part of overall proposal support for the sales staff
- Creating promotion and campaign recaps
- Designing sales tool documents
- Submitting online remote request forms on behalf of Account Executives
- Updating records in company CRM
- Coordinate catering for monthly sales staff trainings

Tools and Equipment Used

Multi-line phone system, Microsoft Office Suite (Microsoft Word, Excel, etc...), Google Suites (Gmail, Google Calendar, Google Drive, etc), PromoSuite (will train), Marketron (will train), Nielsen (will train), copy machine, scanner, and fax machine.

At Impact Radio Group we are committed to creating a positive work environment. A recent survey of our staff returned the following answers in response to the question of "What makes Impact Radio Group a great place to work?"

- Employees are encouraged to maintain a health work and home life balance
- Employees have the opportunity for upward mobility
- Management is always working toward improving themselves, the staff, and the systems
- We have a passionate and creative staff
- The opinions of all staff members are heard and considered important

At Impact you can expect to find a supportive work environment and a company dedicated to super serving our advertiser client base, while producing the highest quality on-air product.

This position is full-time and entry level with potential for upward mobility. The company offers medical insurance, 401k, life insurance, dental insurance, paid vacation, sick pay, and a discounted gym membership after 90 day probationary period.

To apply please send your cover letter and resume to jobs@impactradiogroup.com.

Internet/Facebook/Social Media/Texting addicts need not apply.

"We are an Equal Opportunity Employer. It is our continuing policy to afford equal employment opportunity to qualified individuals regardless of their race, color, religion, sex, or sexual orientation, national origin, age or physical or mental disability, veteran or disabled veteran status, and to conform to applicable laws and regulations. We solicit assistance on these openings and future openings. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the position."
Impact Radio Group

Posts: 49
Joined: Mon Feb 15, 2010 3:26 pm
[Top](#)

1 post • Page 1 of 1

[Return to Job Openings](#)

Jump to:

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[Subscribe topic](#)
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 The team • All times are UTC - 8 hours [[DST](#)]
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Radio Formats

- Alternative
- Contemp Christian
- Country
- Dance
- Hot/Mod/AC
- News/Talk/Sports
- Rock
- Top 40/M
- Top 40/R
- Triple A
- Urban/UAC

Jobs

- Job Openings
- Situations Wanted
- Stealth Jobs
- VO/Imaging/Tracking
- Mobile Content**
- iPhone App
- Android App
- Windows Phone App
- Text Alerts

Forums

- Net Talk
- Promo/Marketing
- Internet/Digital
- Sales & Mgmt
- Engineering/Tech
- Research Doctor
- Social**
- AA on Facebook
- AA on Google+
- AA on Twitter

Charts & Data

- Mediabase
- Song Charts
- Airplay Add Board
- RateTheMusic
- StreetPulse
- Big Champagne
- Stock Index
- SongDish**

Local Directories

- New York Directory
- Los Angeles Directory
- Chicago Directory
- Nashville Directory
- San Francisco Directory
- Atlanta Directory
- Dallas Directory
- Houston Directory
- San Antonio Directory
- More Local Directories

How can we help you?

- I have a comment/suggestion
- I have a tip for Net News
- I'd like to advertise on the site
- I have a business opportunity
- I have an Industry Directory update
- I have a Nielsen/Ratings correction
- I'm having trouble with the website
- I'd like to contribute content

All Access Music Group

24955 Pacific Coast Highway, C303
Malibu, CA 90265
310.457.6616 (P)
310.457.8058 (F)

Net News

- Net News Home
- RSS

Columns

- Power Player
- PD Chronicles
- The Letter

Ratings

- Nielsen
- Eastan

People

- Industry Directory
- Power Player
- Passport Approved

All Access Music

- My Account**
- Edit My Account

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2/28/2018



Brooke Matson <brooke@impactradiogroup.com>

Job Posting

1 message

Brooke Matson <brooke@impactradiogroup.com>
To: isba@qwestoffice.net

Wed, Feb 28, 2018 at 11:44 AM

Hello,

We would like to post both of the following jobs with you, if you are willing!

Let us know if you have any questions!

Thank you so much!

--
Brooke Matson

Impact Radio Group

5660 E Franklin Road, Ste 200
Nampa, ID 83687
Phone: 1-208-465-9966
Fax: 1-208-465-2922
Brooke@ImpactRadioGroup.com

"We strive daily for accountability, perfection, honesty, and a fun environment."

KWYD-FM, KSRV-FM, KQBL-HD2, KQBL-FM, KQBL-HD3, KZMG-FM, KKOO-AM



A 30 day and 33% fulfillment cancellation policy is required of all schedules. All commercials and added value elements are Preemptable by rate and subject to redistribution within flight or may be bumped due to rates, supply and demand. This station does not discriminate in the sale of advertising time, and will accept no advertising which is placed with intent to discriminate on the basis of race or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, national origin, or ancestry.

2 attachments

2015 0828 Director of First Impressions Job Posting.doc
28K

2015 0828 Admin Assistant.doc
32K

Idaho dept of labor

2/28/2018

Impact Radio Group Mail - Re: [EXTERNAL] Hiring for two Full Time Positions



Brooke Matson <brooke@impactradiogroup.com>

Re: [EXTERNAL] Hiring for two Full Time Positions

2 messages

Olga Espinoza <olga@impactradiogroup.com>
To: Darren Rux <Darren.Rux@labor.idaho.gov>
Cc: Brooke Matson <brooke@impactradiogroup.com>

Wed, Feb 28, 2018 at 10:47 AM

Darren,

Please find attached. Is there anything else we need to do to ensure these positions are posted on your site?

Thank you,
Olga

On Tue, Feb 27, 2018 at 1:22 PM, Darren Rux <Darren.Rux@labor.idaho.gov> wrote:

Hello Crystal and Olga,

Do you have a job posting I can use for this position? I would be happy to help you in filling this.

Thanks,
Darren

Darren Rux | Workforce Consultant
Boise Local Office
Idaho Department of Labor
317 West Main Street | Boise, ID 83735
208-332-3575 ext. 3074

Fax: 208-334-6222
Darren.Rux@labor.idaho.gov

The information contained in this e-mail from the Idaho Department of Labor may be privileged, confidential or otherwise protected from disclosure. People who share such information with unauthorized individuals may face penalties under state and federal law. If you receive this e-mail in error, please reply to the sender that the e-mail has been received in error and delete this message.

From: Crystal Castorena [mailto:crystal@impactradiogroup.com]
Sent: Tuesday, February 27, 2018 12:28 PM
To: Darren Rux <Darren.Rux@labor.idaho.gov>; Olga Espinoza <olga@impactradiogroup.com>
Subject: [EXTERNAL] Hiring for two Full Time Positions

Darren, can you please work with our Business Manager Olga Espinoza, we need to hire for two full-time admin positions.

Thanks,

Crystal Castorena
General Manager
Impact Radio Group

<https://impactradiogroup.com/>

KKOO-AM, KSRV-FM, KWYD-FM, KZMG-FM, KQBL-FM, KQBL-HD 2, KQBL-HD 3
5660 Franklin Rd. Suite 200
Nampa, ID 83687

802 W Bannock Street 5th Floor

Boise, Idaho 83702

Phone: 1-208-475-5230

Fax: 1-208-361-1282

Crystal@impactradiogroup.com

Listen on your Alexa enabled devices, desktop streaming, station app, NextRadio app, TuneIn, and on your radio



A 30 day and 33% fulfillment cancellation policy is required of all schedules. All commercials and added value elements are Preemptable by rate and subject to redistribution within flight or may be bumped due to rates, supply and demand. This station does not discriminate in the sale of advertising time, and will accept no advertising which is placed with intent to discriminate on the basis of race or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, national origin, or ancestry.

Olga Espinoza

Administrative Manager
Impact Radio Group
5660 Franklin Rd. Suite 200
Nampa, ID 83687
P-208-465-9966
F-208-465-2922

"We strive daily for accountability, perfection, honesty, and a fun environment."

A 30 day and 33% fulfillment cancellation policy is required of all schedules. All commercials and added value elements are Preemptable by rate and subject to redistribution within flight or may be bumped due to rates, supply and demand. This station does not discriminate in the sale of advertising time, and will accept no advertising which is placed with intent to discriminate on the basis of race or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, national origin, or ancestry.



2/28/2018

Impact Radio Group Mail - Re: [EXTERNAL] Hiring for two Full Time Positions

Listen on your Alexa enabled devices, desktop streaming, station app, NextRadio app, TuneIn, and on your radio

2 attachments

 **2015 0828 Admin Assistant.doc**
32K

 **2015 0828 Director of First Impressions Job Posting.doc**
28K

Olga Espinoza <olga@impactradiogroup.com>
To: Darren Rux <Darren.Rux@labor.idaho.gov>
Cc: Brooke Matson <brooke@impactradiogroup.com>

Wed, Feb 28, 2018 at 10:57 AM

Darren,

I forgot to mention, \$10 for Director of First Impressions and \$12 for Admin Assistant.

Thank you,

[Quoted text hidden]

#1386500 Admin Assistant

[Job Details \(/jobs/1386500\)](#)

[Edit \(/jobs/1386500/edit\)](#)

[Applicants \(/jobs/1386500/applications\)](#)

Review Applicants

View applicant profiles and download application documents.

[Review 0 Applicants \(/jobs/1386500/applications\)](#)

Edit / Renew Job Details

Edit qualifications, target schools and change or renew expiration dates.

[Edit Job \(/jobs/1386500/edit\)](#)

[Expire Job](#)

Duplicate Job

Duplicate this job and start editing the duplicate.

[Duplicate Job \(/jobs/1386500/duplicate?job_id=1386500\)](#)

School	Application Count	Last Update	Status	Comment Count
Boise State University		Requested 3 minutes ago	Pending	None
University of Idaho		Requested 3 minutes ago	Pending	None



Admin Assistant

[\(/employers/25211\)](#)

[Impact Radio Group \(/employers/25211\)](#)

[Favorite Job](#)

About this Job

Administrative Assistant

ESPN Boise, Wild 101.1, My 102.7, 101.9 The Bull, 101.5 Kool Oldies, 96.5 The Alternative, and 96.1 Bob FM are looking for a person with a positive attitude to join our team as an Administrative Assistant.

Job Requirements:

- Computer proficient
- Proficient in Microsoft Office programs and Google Suites
- Excellent phone and email etiquette
- Organized and displays time management skills
- Excellent at multi-tasking and detailed oriented
- Friendly attitude
- Receptive to feedback
- Responsible and reliable
- Professional communication skills
- Must be able to quickly learn new programs
- Problem solving skills

Job Description:

- 8:30am-5pm Monday through Friday.
- Assist the Admin Department with various tasks
- Building prospect lists for Account Executives
- Finding Industry related "seed articles" for Account Executives
- Creating and updating station and cluster documents and sales packages
- Creating client specific sales proposals for Account Executives
- Creating schedules, pulling ranker reports and exporting orders in Nielsen as part of overall proposal support for the sales staff
- Creating promotion and campaign recaps
- Designing sales tool documents
- Submitting online remote request forms on behalf of Account Executives
- Updating records in company CRM
- Coordinate catering for monthly sales staff trainings

Tools and Equipment Used

Multi-line phone system, Microsoft Office Suite (Microsoft Word, Excel, etc...), Google Suites (Gmail, Google Calendar, Google Drive, etc), PromoSuite (will train), Marketron (will train), Nielsen (will train), copy machine, scanner, and fax machine.

Desired Minimum Requirements

Minimum 2 years work experience in any field. A High School diploma or GED. A combination of experience and training which demonstrates the knowledge and experience to perform the work for this position, including proficient typing, computer, communication, and public relations skills; as well as working in an accurate and timely manner. This position requires the employee to dress in a professional manner.

Compensation: DOE

At Impact Radio Group we are committed to creating a positive work environment. A recent survey of our staff returned the following answers in response to the question of "What makes Impact Radio Group a great place to work?"

- Employees are encouraged to maintain a health work and home life balance
- Employees have the opportunity for upward mobility
- Management is always working toward improving themselves, the staff, and the systems
- We have a passionate and creative staff
- The opinions of all staff members are heard and considered important
-

At Impact you can expect to find a supportive work environment and a company dedicated to super serving our advertiser client base, while producing the highest quality on-air product.

This position is full-time and entry level with potential for upward mobility. The company offers medical insurance, 401k, life insurance, dental insurance, paid vacation, sick pay, and a discounted gym membership after 90 day probationary period.

To apply please send your cover letter and resume to jobs@impactradiogroup.com.

Internet/Facebook/Social Media/Texting addicts need not apply.

"We are an Equal Opportunity Employer. It is our continuing policy to afford equal employment opportunity to qualified individuals regardless of their race, color, religion, sex, or sexual orientation, national origin, age or physical or mental disability, veteran or disabled veteran status, and to conform to applicable laws and regulations. We solicit assistance on these openings and future openings. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the position."

About Impact Radio Group

Impact Radio Group.....Live, Local, and Independent.

Impact Radio Group.....Live, Local, and Independent.

Location

Boise, ID, USA

Compensation

TYPE

Paid

PAY RATE

\$12.00 Per hour

DURATION

Permanent

Company Details

COMPANY SIZE

10 - 50 employees

INDUSTRY

Journalism, Media & Publishing industry

COMPANY TYPE

Unknown

HEADQUARTERS

Boise, ID, USA

WEBSITE

<http://www.impactradiogroup.com>

SOCIAL MEDIA

(No Facebook Listed)

(No Twitter Listed)

Impact Radio Group

 Full Time
 Immediately
 12 Hour
 5660 E Franklin Rd., Nampa, ID 83687
 16 seconds ago

[Apply Now! \(/boise/job-apply/122783708/\)](/boise/job-apply/122783708/)[Share with friends:](#)

Admin Assistant

Boise Helpwanted.com

Administrative Assistant

ESPN Boise, Wild 101.1, My 102.7, 101.9 The Bull, 101.5 Kool Oldies, 96.5 The Alternative, and 96.1 Bob FM are looking for a person with a positive attitude to join our team as an Administrative Assistant.

Job Requirements:

- Computer proficient
- Proficient in Microsoft Office programs and Google Suites
- Excellent phone and email etiquette
- Organized and displays time management skills
- Excellent at multi-tasking and detailed oriented
- Friendly attitude
- Receptive to feedback
- Responsible and reliable
- Professional communication skills
- Must be able to quickly learn new programs
- Problem solving skills

Job Description:

- 8:30am-5pm Monday through Friday.
- Assist the Admin Department with various tasks
- Building prospect lists for Account Executives
- Finding Industry related "seed articles" for Account Executives
- Creating and updating station and cluster documents and sales packages
- Creating client specific sales proposals for Account Executives
- Creating schedules, pulling ranker reports and exporting orders in Nielsen as part of overall proposal support for the sales staff
- Creating promotion and campaign recaps

- Designing sales tool documents
- Submitting online remote request forms on behalf of Account Executives
- Updating records in company CRM
- Coordinate catering for monthly sales staff trainings

Tools and Equipment Used

Multi-line phone system, Microsoft Office Suite (Microsoft Word, Excel, etc...), Google Suites (Gmail, Google Calendar, Google Drive, etc), PromoSuite (will train), Marketron (will train), Nielsen (will train), copy machine, scanner, and fax machine.

Desired Minimum Requirements

Minimum 2 years work experience in any field. A High School diploma or GED. A combination of experience and training which demonstrates the knowledge and experience to perform the work for this position, including proficient typing, computer, communication, and public relations skills; as well as working in an accurate and timely manner. This position requires the employee to dress in a professional manner.

Compensation: DOE

At Impact Radio Group we are committed to creating a positive work environment. A recent survey of our staff returned the following answers in response to the question of "What makes Impact Radio Group a great place to work?"

- Employees are encouraged to maintain a health work and home life balance
- Employees have the opportunity for upward mobility
- Management is always working toward improving themselves, the staff, and the systems
- We have a passionate and creative staff
- The opinions of all staff members are heard and considered important
-

At Impact you can expect to find a supportive work environment and a company dedicated to super serving our advertiser client base, while producing the highest quality on-air product.

This position is full-time and entry level with potential for upward mobility. The company offers medical insurance, 401k, life insurance, dental insurance, paid vacation, sick pay, and a discounted gym membership after 90 day probationary period.

To apply please send your cover letter and resume to jobs@impactradiogroup.com
(mailto:jobs@impactradiogroup.com).

Internet/Facebook/Social Media/Texting addicts need not apply.

"We are an Equal Opportunity Employer. It is our continuing policy to afford equal employment opportunity to qualified individuals regardless of their race, color, religion, sex, or sexual orientation, national origin, age or physical or mental disability, veteran or disabled veteran status, and to conform to applicable laws and regulations. We solicit assistance on these openings and future openings. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the position."

[Apply Now! \(/boise/job-apply/122783708/\)](/boise/job-apply/122783708/)

See all current jobs at **Impact Radio Group (/boise/jobs-at-impact-radio-group/3088668/)**

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[Administrative/Clerical \(/boise/administrative-clerical-jobs/\)](/boise/administrative-clerical-jobs/)

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Impact Radio Group

 Preview

Company Overview

Description

Radio station with several formats. AM talk radio, FM music, etc...

Contact Info

Website: impactradiogroup.com
Email: jim@impactradiogroup.com
Phone: 208-465-9966
Alternate Phone:

Primary Location

5660 E. Franklin Rd.
Nampa, Idaho 83687

Company Details

Locations & Contacts

Edit Job Posting

* Job Title

Field Engineer

* Position Type

Full-time

Work Schedule

M-F

Wage

DOE

* Activation Date

2017-07-28

* Expiration Date

2017-09-30

Job Number

(Max 90 Days from Activation)

This job is offered with benefits

This job is offered nationwide

This job can be worked from home

This job allows telecommuting

* Description & Requirements

Impact Radio Group....Live, Local, and Independent.

Impact Radio Group is looking for a radio station Field Engineer to coordinate installation, maintenance and repair of studio, transmitting and ancillary equipment in order to maintain competitive signals in the market while complying with all FCC technical requirements. Impact Radio Group owns and operates 4 class C FM facilities and one Class D AM facility in the Boise, Idaho market. These facilities are utilized to bring 7 competitive formats to the Treasure Valley and beyond (96.1 Bob FM, My 102.7, Wild 101.1, 101.9 The Bull, 96.5The Alternative, Kool Oldies 101.5 and ESPN). At Impact Radio Group we are passionate about local radio and like to build facilities and brands that we can be proud of. We hire problem solvers who are passionate, driven, and resourceful and organized.

Future Field Engineer:

- Must possess an Associates or technical degree in Electrical Engineering or related field or equivalent experience
- Minimum of 5 years' experience in broadcast engineering field or equivalent
- Track record of achievements, awards and always striving to be the best in everything they do
- Excellent project management skills
- Effective communicator and the ability to cultivate relationships
- Positive attitude with the willingness to get beyond their comfort zone to grow professionally
- Ability to assist in the administration of cluster-wide audio routing, digital audio automation (Wide Orbit preferred), EAS, IT systems, high power broadcast transmitters, high power antenna and combiner systems.
- IT skills must include in depth knowledge of local area and wide area networking to include VLANs
- Knowledge of telephone systems and protocols POTS, ISDN, T1, DSL and PRI circuits
- Working knowledge of iBiquity IBOC (HD Radio) technology is preferred
- Must have good record keeping skills.
- Must be able to lift 50 pounds
- Must have a valid driver's license with a clean driving record

What Impact Radio Group Offers:

- Seven Local Radio Stations you can be passionate about engineering
 - An opportunity to embark on a career with the fastest growing media company in the Treasure Valley
 - The tools to help you succeed
 - Recognition and reward for outstanding performance
 - Competitive pay
 - Gym Membership
 - Medical, Dental & Vision Insurance package with employee-only premium paid 100% by Impact
 - Vacation & Holidays to enjoy the fruits of your labor
- Send resume to jobs@impactradiogroup.com Attention: Ian Perry

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JOB LOCATIONS AND WHO TO CONTACT

Choose a location and contact below to associate with this jobs posting. Job postings must include either a contact or application instructions.

5660 E. Franklin Rd., Nampa, Idaho

Aaron Archuleta

Darrell Carlton

Crystal Castorena

Ian Perry

No email available No phone available No alternate phone available

Kay Lee Smith

[Add/Edit a Location »](#)

[Add/Edit a Contact »](#)

[Application Instructions](#)

LDS Employment Resources Services

7/28/2017

Impact Radio Group | LDSJobs

Send resume to jobs@impactradiogroup.com Attention: Ian Perry

Job Postings

<p>Admin Assistant <small>Not Approved</small> Nampa, Idaho - Full Time ID: 4510 Expiring on Mar 31, 2018 Posted on Feb 28, 2018</p> <p><input checked="" type="checkbox"/> Withdraw</p>	<p>01 Applic : :</p>
<p>Director of First Impressions/Receptionist <small>Not Approved</small> Nampa, Idaho - Full Time ID: 4509 Expiring on Mar 31, 2018 Posted on Feb 28, 2018</p> <p><input checked="" type="checkbox"/> Withdraw</p>	<p>01 Applic : :</p>

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7/28/2017



Brooke Matson <brooke@impactradiogroup.com>

Job Posting - Field Engineer

Brooke Matson <brooke@impactradiogroup.com>
To: Margie Gonzalez <lymaris.blackmon@icha.idaho.gov>

Fri, Jul 28, 2017 at 3:55 PM

Hello,

We would like to post the following job with you, if you are willing!

Let us know if you have any questions!

Thank you so much!

—

Brooke Matson

Impact Radio Group

5660 E Franklin Road, Ste 200
Nampa, ID 83687
Phone: 1-208-465-9966
Fax: 1-208-465-2922
Brooke@ImpactRadioGroup.com

"We strive daily for accountability, perfection, honesty, and a fun environment."

KWYD-FM, KSRV-FM, KQBL-HD2, KQBL-FM, KQBL-HD3, KZMG-FM, KKOO-AM



A 30 day and 33% fulfillment cancellation policy is required of all schedules. All commercials and added value elements are Preemptable by rate and subject to redistribution within flight or may be bumped due to rates, supply and demand. This station does not discriminate in the sale of advertising time, and will accept no advertising which is placed with intent to discriminate on the basis of race or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, national origin, or ancestry.

Field Engineer job posting July 2017 Rev 20170725 (1).docx
50K

CL boise > jobs >

architect/engineer/cad

[logged in as jobs@impactradiogroup.com] [log out]

Description

Price

Field Engineer Needed

boise, ID > architect/engineer/cad \$25.00 USD

Total amount charged: \$25.00 USD

Attention: Your posting will expire from the site in 30 days.

this is an unpublished draft.

publish

edit post

edit location

edit images

CL boise > jobs >

architect/engineer/cad

Posted 4 minutes ago on: 2017-07-31 3:33pm

Contact Information:

Field Engineer Needed (Nampa)

5660 E. Franklin Rd. Suite 200



compensation: DOE

employment type: full-time

Impact Radio Group.....Live, Local, and Independent.

Impact Radio Group is looking for a radio station Field Engineer to coordinate installation, maintenance and repair of studio, transmitting and ancillary equipment in order to maintain competitive signals in the market while complying with all FCC technical requirements. Impact Radio group owns and operates 4 class C FM facilities and one Class D AM facility in the Boise, Idaho market. These facilities are utilized to bring 7 competitive

formats to the Treasure Valley and beyond (96.1 Bob FM, My 102.7, Wild 101.1, 101.9 The Bull, 96.5 The Alternative, Kool Oldies 101.5 and ESPN). At Impact Radio Group we are passionate about local radio and like to build facilities and brands that we can be proud of. We hire problem solvers who are passionate, driven, and resourceful and organized.

Future Field Engineer:

- Must possess an Associates or technical degree in Electrical Engineering or related field or equivalent experience
- Minimum of 5 years' experience in broadcast engineering field or equivalent
- Track record of achievements, awards and always striving to be the best in everything they do
- Excellent project management skills
- Effective communicator and the ability to cultivate relationships
- Positive attitude with the willingness to get beyond their comfort zone to grow professionally
- Ability to assist in the administration of cluster-wide audio routing, digital audio automation (Wide Orbit preferred), EAS, IT systems, high power broadcast transmitters, high power antenna and combiner systems.
- IT skills must include in depth knowledge of local area and wide area networking to include VLANs
- Knowledge of telephone systems and protocols POTS, ISDN, T1, DSL and PRI circuits
- Working knowledge of iBiquity IBOC (HD Radio) technology is preferred
- Must have good record keeping skills.
- Must be able to lift 50 pounds
- Must have a valid driver's license with a clean driving record

What Impact Radio Group Offers:

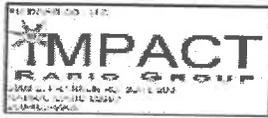
- Seven Local Radio Stations you can be passionate about engineering
- An opportunity to embark on a career with the fastest growing media company in the Treasure Valley
- The tools to help you succeed
- Recognition and reward for outstanding performance
- Competitive pay
- Gym Membership
- Medical, Dental & Vision Insurance package with employee-only premium paid 100% by Impact
- Vacation & Holidays to enjoy the fruits of your labor

Email resume with Attention: Ian Perry

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[edit post](#)[edit location](#)[edit images](#)[publish](#)

7/28/2017



Brooke Matson <brooke@impactradiogroup.com>

Job Posting - Field Engineer

Brooke Matson <brooke@impactradiogroup.com>
To: michelle@radioschool.com

Fri, Jul 28, 2017 at 3:56 PM

Hello,

We would like to post the following job with you, if you are willing!

Let us know if you have any questions!

Thank you so much!

--

Brooke Matson

Impact Radio Group

5660 E Franklin Road, Ste 200
Nampa, ID 83687
Phone: 1-208-465-9966
Fax: 1-208-465-2922
Brooke@ImpactRadioGroup.com

"We strive daily for accountability, perfection, honesty, and a fun environment."

KWYD-FM, KSRV-FM, KQBL-HD2, KQBL-FM, KQBL-HD3, KZMG-FM, KKOO-AM



A 30 day and 33% fulfillment cancellation policy is required of all schedules. All commercials and added value elements are Preemptable by rate and subject to redistribution within flight or may be bumped due to rates, supply and demand. This station does not discriminate in the sale of advertising time, and will accept no advertising which is placed with intent to discriminate on the basis of race or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, national origin, or ancestry.

Field Engineer job posting July 2017 Rev 20170725 (1).docx
50K

2/28/2018

Hire Heroes USA, Mission 43 Initiative

Impact Radio Group Mail - Job Postings



Brooke Matson <brooke@impactradiogroup.com>

Job Postings

1 message

Brooke Matson <brooke@impactradiogroup.com>

Wed, Feb 28, 2018 at 12:24 PM

Bcc: swarner@hireheroesusa.org, Margie Gonzalez <lymaris.blackmon@icha.idaho.gov>, michelle@radioschool.com

Hello,

We would like to post both of the following jobs with you, if you are willing!

Let us know if you have any questions!

Thank you so much!

Brooke Matson

Impact Radio Group

5660 E Franklin Road, Ste 200
Nampa, ID 83687
Phone: 1-208-465-9966
Fax: 1-208-465-2922
Brooke@ImpactRadioGroup.com

"We strive daily for accountability, perfection, honesty, and a fun environment."

KWYD-FM, KSRV-FM, KQBL-HD2, KQBL-FM, KQBL-HD3, KZMG-FM, KKOO-AM



A 30 day and 33% fulfillment cancellation policy is required of all schedules. All commercials and added value elements are Preemptable by rate and subject to redistribution within flight or may be bumped due to rates, supply and demand. This station does not discriminate in the sale of advertising time, and will accept no advertising which is placed with intent to discriminate on the basis of race or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, national origin, or ancestry.

2 attachments

2015 0828 Admin Assistant.doc
32K

2015 0828 Director of First Impressions Job Posting.doc
28K



5660 Franklin Rd Suite 200 Nampa, ID 83687 Phone (208) 465-9966 Fax (208) 465-2922

Exhibit C

On-Air Log Sheet



All Regular Spots

KINF-FM, KKO-AM, KMHI-AM, KQBL-FM, KQBL-HD2, KQBL-HD3, KSRV-FM, KWYD-FM, KZMG-FM
 Contracts # From 357968 To 357968
 As of Thursday, Mar 9 2017

Station	Len	Advertiser	ISCI	Spot	Spot Price	Air Date	Air Time
KKOO-AM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/09/2017	8:15:24AM
KKOO-AM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/10/2017	4:40:27AM
KKOO-AM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/11/2017	1:12:46PM
KKOO-AM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/13/2017	7:18:12AM
KKOO-AM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/15/2017	11:40:19PM
KKOO-AM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/16/2017	1:38:28AM
KKOO-AM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/17/2017	5:19:32AM
KKOO-AM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/18/2017	6:45:19PM
KKOO-AM	Total 15			8	0		
KKOO-AM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/10/2017	3:47:58AM
KKOO-AM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/11/2017	11:18:08PM
KKOO-AM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/12/2017	1:42:21AM
KKOO-AM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/13/2017	10:50:15PM
KKOO-AM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/15/2017	7:18:23AM
KKOO-AM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/16/2017	4:43:16AM
KKOO-AM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/17/2017	5:47:12AM
KKOO-AM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/18/2017	9:47:23PM
KKOO-AM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/19/2017	12:39:24AM
KKOO-AM	Total 30			9	0		
Total				17	0		
KQBL-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/09/2017	7:20:55AM
KQBL-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/11/2017	9:18:57AM
KQBL-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/12/2017	8:51:46AM
KQBL-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/13/2017	9:22:32AM
KQBL-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/14/2017	7:26:29AM
KQBL-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/16/2017	4:19:56PM
KQBL-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/17/2017	1:35:46AM
KQBL-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/19/2017	3:20:27PM
KQBL-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/20/2017	9:16:03PM
KQBL-FM	Total 15			9	0		

All Regular Spots

KINF-FM, KKOQ-AM, KMH-AM, KQBL-FM, KQBL-HD2, KQBL-HD3, KSRV-FM, KWYD-FM, KZMG-FM
 Contracts # From 357968 To 357968
 As of Thursday, Mar 9 2017

Station	Len	Advertiser	ISCI	Spot	Spot Price	Air Date	Air Time
KQBL-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/09/2017	1:35:20AM
KQBL-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/09/2017	8:28:07AM
KQBL-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/10/2017	5:42:38AM
KQBL-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/11/2017	3:11:19AM
KQBL-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/13/2017	6:46:41PM
KQBL-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/16/2017	3:54:44PM
KQBL-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/18/2017	8:22:45AM
KQBL-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/19/2017	1:52:20PM
KQBL-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/20/2017	5:05:46AM
KQBL-FM	Total 30			9	0		
Total				18	0		
KQBL-HD2	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/09/2017	12:44:52PM
KQBL-HD2	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/10/2017	10:47:44AM
KQBL-HD2	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/11/2017	9:13:25AM
KQBL-HD2	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/12/2017	9:27:45PM
KQBL-HD2	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/13/2017	6:56:19AM
KQBL-HD2	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/16/2017	1:27:16PM
KQBL-HD2	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/17/2017	5:43:42AM
KQBL-HD2	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/18/2017	5:45:10PM
KQBL-HD2	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/20/2017	4:41:15AM
KQBL-HD2	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/20/2017	1:25:37PM
KQBL-HD2	Total 15			10	0		
KQBL-HD2	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/09/2017	4:56:18AM
KQBL-HD2	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/10/2017	1:44:50AM
KQBL-HD2	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/10/2017	6:29:01PM
KQBL-HD2	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/13/2017	12:30:26PM
KQBL-HD2	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/13/2017	1:56:49PM
KQBL-HD2	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/16/2017	2:45:25AM
KQBL-HD2	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/17/2017	4:24:39AM
KQBL-HD2	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/18/2017	5:25:26AM

All Regular Spots

KINF-FM, KKOQ-AM, KMH-AM, KQBL-FM, KQBL-HD2, KQBL-HD3, KSRV-FM, KWYD-FM, KZMG-FM
 Contracts # From 357968 To 357968
 As of Thursday, Mar 9 2017

Station	Len	Advertiser	ISCI	Spot	Spot Price	Air Date	Air Time
KQBL-HD2	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/19/2017	9:48:48PM
KQBL-HD2	Total 30			9	0		
Total				19	0		
KQBL-HD3	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/10/2017	8:14:44AM
KQBL-HD3	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/11/2017	7:14:43PM
KQBL-HD3	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/12/2017	9:45:02AM
KQBL-HD3	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/13/2017	5:14:54AM
KQBL-HD3	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/15/2017	7:13:41AM
KQBL-HD3	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/18/2017	11:13:40PM
KQBL-HD3	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/19/2017	12:13:05AM
KQBL-HD3	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/20/2017	6:15:51AM
KQBL-HD3	Total 15			8	0		
KQBL-HD3	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/09/2017	3:48:51AM
KQBL-HD3	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/10/2017	11:46:55PM
KQBL-HD3	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/12/2017	8:44:36PM
KQBL-HD3	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/13/2017	1:49:11PM
KQBL-HD3	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/14/2017	12:46:07AM
KQBL-HD3	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/16/2017	9:14:25AM
KQBL-HD3	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/17/2017	10:45:20AM
KQBL-HD3	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/19/2017	6:16:24AM
KQBL-HD3	Total 30			8	0		
Total				16	0		
KSRV-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/09/2017	3:08:31PM
KSRV-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/10/2017	8:39:02AM
KSRV-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/11/2017	12:12:46PM
KSRV-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/12/2017	1:11:04PM
KSRV-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/13/2017	7:08:31PM
KSRV-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/17/2017	6:13:23PM
KSRV-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/18/2017	6:13:14PM

All Regular Spots

KINF-FM, KKKO-AM, KMHI-AM, KQBL-FM, KQBL-HD2, KQBL-HD3, KSRV-FM, KWYD-FM, KZMG-FM
 Contracts # From 357968 To 357968
 As of Thursday, Mar 9 2017

Station	Len	Advertiser	ISCI	Spot	Spot Price	Air Date	Air Time
KSRV-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/19/2017	1:09:29PM
KSRV-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/20/2017	6:09:18PM
KSRV-FM	Total 15			9	0		
KSRV-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/09/2017	7:36:15AM
KSRV-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/10/2017	5:43:00PM
KSRV-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/11/2017	8:39:12AM
KSRV-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/12/2017	9:12:35AM
KSRV-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/13/2017	7:45:12AM
KSRV-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/16/2017	5:37:35AM
KSRV-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/16/2017	10:12:21PM
KSRV-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/17/2017	7:09:09PM
KSRV-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/18/2017	7:09:53AM
KSRV-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/19/2017	7:42:09AM
KSRV-FM	Total 30			10	0		
Total				19	0		
KWYD-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/09/2017	11:11:15AM
KWYD-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/10/2017	10:10:02PM
KWYD-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/11/2017	5:39:58AM
KWYD-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/12/2017	2:42:56AM
KWYD-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/13/2017	8:38:26PM
KWYD-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/16/2017	11:10:51AM
KWYD-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/19/2017	6:20:56AM
KWYD-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/19/2017	8:14:11PM
KWYD-FM	Total 15			8	0		
KWYD-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/10/2017	6:29:44AM
KWYD-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/10/2017	4:23:02PM
KWYD-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/11/2017	12:50:26PM
KWYD-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/12/2017	11:14:37AM
KWYD-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/13/2017	1:36:49AM
KWYD-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/16/2017	8:13:04PM

All Regular Spots

KINF-FM, KKO0-AM, KMHI-AM, KQBL-FM, KQBL-HD2, KQBL-HD3, KSRV-FM, KWYD-FM, KZMG-FM
 Contracts # From 357968 To 357968
 As of Thursday, Mar 9 2017

Station	Len	Advertiser	ISCI	Spot	Spot Price	Air Date	Air Time
KWYD-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/17/2017	2:10:36PM
KWYD-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/18/2017	8:55:10AM
KWYD-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/19/2017	11:15:07AM
KWYD-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/19/2017	2:50:22PM
KWYD-FM	Total 30			10	0		
KZMG-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/09/2017	6:13:47PM
KZMG-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/10/2017	4:12:01PM
KZMG-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/11/2017	10:10:55AM
KZMG-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/12/2017	5:52:15PM
KZMG-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/13/2017	6:13:14PM
KZMG-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/16/2017	6:11:47PM
KZMG-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/18/2017	4:10:42PM
KZMG-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/19/2017	7:19:41AM
KZMG-FM	15	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 15	1	0	01/19/2017	10:10:48AM
KZMG-FM	Total 15			9	0		
KZMG-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/09/2017	10:11:51AM
KZMG-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/10/2017	1:13:59PM
KZMG-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/11/2017	10:48:53AM
KZMG-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/12/2017	11:40:20PM
KZMG-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/13/2017	1:48:03PM
KZMG-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/16/2017	2:15:56PM
KZMG-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/17/2017	11:11:24AM
KZMG-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/18/2017	6:49:37AM
KZMG-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/19/2017	2:41:26PM
KZMG-FM	30	IMPACT RADIO RECRUITMENT	RECRUITMENT 2017 30	1	0	01/20/2017	6:47:19AM
KZMG-FM	Total 30			10	0		
Total				19	0		

Grand Total

126 0

All Regular Spots

KINF-FM,KKOO-AM,KMHI-AM,KQBL-FM,KQBL-HD2,KQBL-HD3,KSRV-FM,KWYD-FM,KZMG-FM
Contracts # From 357968 To 357968
As of Thursday, Mar 9 2017

Station	Len	Advertiser	ISCI	Spot	Spot Price	Air Date	Air Time
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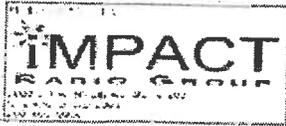


5660 Franklin Rd Suite 200 Nampa, ID 83687 Phone (208) 465-9966 Fax (208) 465-2922

Exhibit D

Organizations Requesting Notification of Openings





Olga Espinoza <olga@impactradiogroup.com>

Fwd: American Broadcasting School

1 message

Jobs <jobs@impactradiogroup.com>
To: Olga Espinoza <olga@impactradiogroup.com>

Fri, Mar 1, 2019 at 9:56 PM



This station does not discriminate in the sale of advertising time, and will accept no advertising which is placed with intent to discriminate on the basis of race or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, national origin, or ancestry.

----- Forwarded message -----

From: **Crystal Castorena** <crystal@impactradiogroup.com>
Date: Fri, Mar 1, 2019 at 11:44 AM
Subject: Fwd: American Broadcasting School
To: Jobs Impact <jobs@impactradiogroup.com>

Crystal Castorena
General Manager
208-475-5230
crystal@impactradiogroup.com

Managing:

Iliad Media Twin Falls, LLC
Iliad Media Group
KIRQ-FM, KTPZ-FM, KIKX-FM,
KYUN-FM, KYUN HD2, and KYUN HD3

Iliad Media Boise, LLC
Impact Radio Group
KSRV-FM, KZMG-FM, KQBL-FM
KWYD-FM, KKOO-AM, KQBL-HD2, KQBL-HD3

This station does not discriminate in the sale of advertising time, and will accept no advertising which is placed with intent to discriminate on the basis of race or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, national origin, or ancestry.

Listen on your Alexa enabled devices, Google Home device, desktop streaming, station app, TuneIn, and on your radio.

----- Forwarded message -----

From: **Michelle McConnell** <michelle@radioschool.com>
Date: Thu, Nov 17, 2016 at 9:01 AM

Subject: RE: American Broadcasting School
To: Crystal Castorena <crystal@impactradiogroup.com>
Cc: <Brooke@impactradiogroup.com>

Thank you Crystal & Brooke

I welcome the opportunity to build a working relationship with Impact Radio Group.

I am happy to share the information with our students and graduates, and to hopefully send you some great candidates.

Thank you, and have a great day!

Michelle

From: Crystal Castorena [mailto:crystal@impactradiogroup.com]
Sent: Thursday, November 17, 2016 9:44 AM
To: Brooke Matson
Cc: michelle@radioschool.com
Subject: Fwd: American Broadcasting School

Brooke, please add the info below for Michelle to our job posting distribution list.

Thanks!

Crystal Castorena
Business Manager
Impact Radio Group
KKOO-AM, KSRV-FM, KWYD-FM, KZMG-FM, KNFL-AM, KQBL-FM, KQBL-HD 3
5660 Franklin Rd. Suite 200
Nampa, ID 83687
Phone: 1-208-475-5230
Fax: 1-208-361-1282
Crystal@impactradiogroup.com

A 30 day and 33% fulfillment cancellation policy is required of all schedules. All commercials and added value elements are Preemptable by rate and subject to redistribution within flight or may be bumped due to rates, supply and demand. This station does not discriminate in the sale of advertising time, and will accept no advertising which is placed with intent to discriminate on the basis of race or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, national origin, or ancestry.

----- Forwarded message -----
From: **Michelle McConnell** <michelle@radioschool.com>
Date: Wed, Nov 16, 2016 at 6:31 PM
Subject: American Broadcasting School

To: Michelle McConnell <michelle@radioschool.com>

Hello, I'm Michelle McConnell, the Job Placement Director for American Broadcasting School!

I had noticed your recent posting recently, and wanted to drop you a quick letter to introduce myself, and ABS! ABS graduates fresh, driven and aspiring broadcasters **every week!** Plus we have post-grads, and bilingual students with experience! ABS is headquartered in Oklahoma City, OK; *however*, ABS has students located all over Oklahoma, Texas, and throughout the United States because we also offer classes on-line, and offer life-time job placement assistance.

Our talented and **specially trained** graduates are ready to tackle almost any position at your station: **Announcing, Production, Voiceover, News casting, Sports casting, Copywriting, Show Prep, Promotions, Social Media, A/V and Sales.** When you need an eager, well-trained new broadcasting employee...please feel free to give me a call (or drop me an Email). (405)-672-6511. Email: michelle@radioschool.com. Also check out our website: www.radioschool.com

We've been training and placing exceptionally qualified broadcasters for over 46 years. I hope we can help your station by giving an ABS graduate the exciting opportunity they've been waiting for!

Thank you for the chance to provide you resumes from students, and information regarding ABS! I look forward to hearing from you soon!, and would welcome the opportunity to speak with you, plus run current or future job listing for your company... so **please add me to your EOE distribution list if not already.** 😊

I would love the opportunity to assist your station with placement needs.

Most Sincerely,

Michelle McConnell



Campus/Job Placement Director
American Broadcasting School
4511 SE 29th Street Oklahoma, City, OK 73115
Phone (405) 672-6511
radioschool.com



It's a GREAT day to be in radio!!!!

"Over 4000 broadcasters in more than 45 years"

CLICK ON THE ABOVE IMAGE LINKS FOR OUR SOCIAL MEDIA PAGES!



Brooke Matson <brooke@impactradiogroup.com>

Job Posting

Brooke Matson <brooke@impactradiogroup.com>
To: michelle@radioschool.com

Wed, Jan 18, 2017 at 2:38 PM

Hello,

We would like to post the following job posting with you, if you are willing!

Let us know if you have any questions!

Thank you so much!

—
Brooke Matson
Impact Radio Group

KNFL-AM KSRV-FM KQBL-FM KWYD-FM KZMG-FM
5660 E Franklin Road, Ste 200
Nampa, ID 83687
Phone: 1-208-465-9966
Fax: 1-208-465-2922
Brooke@ImpactRadioGroup.com

"We strive daily for accountability, perfection, honesty, and a fun environment."



A 30 day and 33% fulfillment cancellation policy is required of all schedules. All commercials and added value elements are Preemptable by rate and subject to redistribution within flight or may be bumped due to rates, supply and demand. This station does not discriminate in the sale of advertising time, and will accept no advertising which is placed with intent to discriminate on the basis of race or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, national origin, or ancestry.

 **2017 0118 Account Executive - Impact Radio Group Job Description.docx**
36K



Olga Espinoza <olga@impactradiogroup.com>

Fwd: American Broadcasting School

1 message

Jobs <jobs@impactradiogroup.com>
To: Olga Espinoza <olga@impactradiogroup.com>

Fri, Mar 1, 2019 at 9:56 PM



This station does not discriminate in the sale of advertising time, and will accept no advertising which is placed with intent to discriminate on the basis of race or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, national origin, or ancestry.

----- Forwarded message -----

From: **Crystal Castorena** <crystal@impactradiogroup.com>
Date: Fri, Mar 1, 2019 at 11:44 AM
Subject: Fwd: American Broadcasting School
To: Jobs Impact <jobs@impactradiogroup.com>

Crystal Castorena
General Manager
208-475-5230
crystal@impactradiogroup.com

Managing:

Iliad Media Twin Falls, LLC
Iliad Media Group
KIRQ-FM, KTPZ-FM, KIKX-FM,
KYUN-FM, KYUN HD2, and KYUN HD3

Iliad Media Boise, LLC
Impact Radio Group
KSRV-FM, KZMG-FM, KQBL-FM
KWYD-FM, KKOQ-AM, KQBL-HD2, KQBL-HD3

This station does not discriminate in the sale of advertising time, and will accept no advertising which is placed with intent to discriminate on the basis of race or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, national origin, or ancestry.

Listen on your Alexa enabled devices, Google Home device, desktop streaming, station app, TuneIn, and on your radio.

----- Forwarded message -----

From: **Michelle McConnell** <michelle@radioschool.com>
Date: Thu, Nov 17, 2016 at 9:01 AM

Subject: RE: American Broadcasting School
To: Crystal Castorena <crystal@impactradiogroup.com>
Cc: <Brooke@impactradiogroup.com>

Thank you Crystal & Brooke

I welcome the opportunity to build a working relationship with Impact Radio Group.

I am happy to share the information with our students and graduates, and to hopefully send you some great candidates.

Thank you, and have a great day!

Michelle

From: Crystal Castorena [mailto:crystal@impactradiogroup.com]
Sent: Thursday, November 17, 2016 9:44 AM
To: Brooke Matson
Cc: michelle@radioschool.com
Subject: Fwd: American Broadcasting School

Brooke, please add the info below for Michelle to our job posting distribution list.

Thanks!

Crystal Castorena
Business Manager
Impact Radio Group
KKOO-AM, KSRV-FM, KWYD-FM, KZMG-FM, KNFL-AM, KQBL-FM, KQBL-HD 3
5660 Franklin Rd. Suite 200
Nampa, ID 83687
Phone: 1-208-475-5230
Fax: 1-208-361-1282
Crystal@impactradiogroup.com

A 30 day and 33% fulfillment cancellation policy is required of all schedules. All commercials and added value elements are Preemptable by rate and subject to redistribution within flight or may be bumped due to rates, supply and demand. This station does not discriminate in the sale of advertising time, and will accept no advertising which is placed with intent to discriminate on the basis of race or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, national origin, or ancestry.

----- Forwarded message -----
From: **Michelle McConnell** <michelle@radioschool.com>
Date: Wed, Nov 16, 2016 at 6:31 PM
Subject: American Broadcasting School

To: Michelle McConnell <michelle@radioschool.com>

Hello, I'm Michelle McConnell, the Job Placement Director for American Broadcasting School!

I had noticed your recent posting recently, and wanted to drop you a quick letter to introduce myself, and ABS! ABS graduates fresh, driven and aspiring broadcasters **every week!** Plus we have post-grads, and bilingual students with experience! ABS is headquartered in Oklahoma City, OK; *however*, ABS has students located all over Oklahoma, Texas, and throughout the United States because we also offer classes on-line, and offer life-time job placement assistance.

Our talented and **specially trained** graduates are ready to tackle almost any position at your station: **Announcing, Production, Voiceover, News casting, Sports casting, Copywriting, Show Prep, Promotions, Social Media, A/V and Sales.** When you need an eager, well-trained new broadcasting employee...please feel free to give me a call (or drop me an Email). (405)-672-6511. Email: michelle@radioschool.com. Also check out our website: www.radioschool.com

We've been training and placing exceptionally qualified broadcasters for over 46 years. I hope we can help your station by giving an ABS graduate the exciting opportunity they've been waiting for!

Thank you for the chance to provide you resumes from students, and information regarding ABS! I look forward to hearing from you soon!, and would welcome the opportunity to speak with you, plus run current or future job listing for your company... so **please add me to your EOE distribution list if not already.** ☺

I would love the opportunity to assist your station with placement needs.

Most Sincerely,

Michelle McConnell



Campus/Job Placement Director
American Broadcasting School
4511 SE 29th Street Oklahoma, City, OK 73115
Phone (405) 672-6511
radioschool.com



It's a GREAT day to be in radio!!!!

"Over 4000 broadcasters in more than 45 years"

CLICK ON THE ABOVE IMAGE LINKS FOR OUR SOCIAL MEDIA PAGES!



Brooke Matson <brooke@impactradiogroup.com>

Job Posting - Field Engineer

Brooke Matson <brooke@impactradiogroup.com>
To: michelle@radioschool.com

Fri, Jul 28, 2017 at 3:56 PM

Hello,

We would like to post the following job with you, if you are willing!

Let us know if you have any questions!

Thank you so much!

--
Brooke Matson

Impact Radio Group

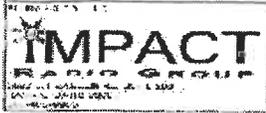
5660 E Franklin Road, Ste 200
Nampa, ID 83687
Phone: 1-208-465-9966
Fax: 1-208-465-2922
Brooke@ImpactRadioGroup.com

"We strive daily for accountability, perfection, honesty, and a fun environment."

KWYD-FM, KSRV-FM, KQBL-HD2, KQBL-FM, KQBL-HD3, KZMG-FM, KKOO-AM

A 30 day and 33% fulfillment cancellation policy is required of all schedules. All commercials and added value elements are Preemptable by rate and subject to redistribution within flight or may be bumped due to rates, supply and demand. This station does not discriminate in the sale of advertising time, and will accept no advertising which is placed with intent to discriminate on the basis of race or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, national origin, or ancestry.

 **Field Engineer job posting July 2017 Rev 20170725 (1).docx**
50K



Brooke Matson <brooke@impactradiogroup.com>

Job Posting - Director of First Impressions

1 message

Brooke Matson <brooke@impactradiogroup.com>
To: michelle@radioschool.com

Thu, Sep 7, 2017 at 1:56 PM

Hello,

We would like to post the following job with you, if you are willing!

Let us know if you have any questions!

Thank you so much!

--
Brooke Matson

Impact Radio Group

5660 E Franklin Road, Ste 200
Nampa, ID 83687
Phone: 1-208-465-9966
Fax: 1-208-465-2922
[Brooke @ ImpactRadioGroup.com](http://Brooke@ImpactRadioGroup.com)

"We strive daily for accountability, perfection, honesty, and a fun environment."

KWYD-FM, KSRV-FM, KQBL-HD2, KQBL-FM, KQBL-HD3, KZMG-FM, KKOO-AM



A 30 day and 33% fulfillment cancellation policy is required of all schedules. All commercials and added value elements are Preemptable by rate and subject to redistribution within flight or may be bumped due to rates, supply and demand. This station does not discriminate in the sale of advertising time, and will accept no advertising which is placed with intent to discriminate on the basis of race or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, national origin, or ancestry.

2015 0828 Director of First Impressions Job Posting.doc
27K



Brooke Matson <brooke@impactradiogroup.com>

Job Postings

1 message

Brooke Matson <brooke@impactradiogroup.com>

Wed, Feb 28, 2018 at 12:24 PM

Bcc: swarner@hireheroesusa.org, Margie Gonzalez <lymaris.blackmon@icha.idaho.gov>, michelle@radioschool.com

Hello,

We would like to post both of the following jobs with you, if you are willing!

Let us know if you have any questions!

Thank you so much!

Brooke Matson

Impact Radio Group

5660 E Franklin Road, Ste 200
Nampa, ID 83687
Phone: 1-208-465-9966
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Brooke@ImpactRadioGroup.com

"We strive daily for accountability, perfection, honesty, and a fun environment."

KWYD-FM, KSRV-FM, KQBL-HD2, KQBL-FM, KQBL-HD3, KZMG-FM, KKOO-AM



A 30 day and 33% fulfillment cancellation policy is required of all schedules. All commercials and added value elements are Preemptable by rate and subject to redistribution within flight or may be bumped due to rates, supply and demand. This station does not discriminate in the sale of advertising time, and will accept no advertising which is placed with intent to discriminate on the basis of race or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, national origin, or ancestry.

2 attachments

2015 0828 Admin Assistant.doc
32K

2015 0828 Director of First Impressions Job Posting.doc
28K