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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 KKKO-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		<a href="https://impactradiogroup.com/">https://impactradiogroup.com/</a>





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

(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

  
\_\_\_\_\_  
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 31<sup>st</sup>, 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
AtAccess	Online Only		<a href="http://www.ataccess.com/">http://www.ataccess.com/</a>	1		12-Oct
Idaho State Broadcasters Association	Online only		<a href="http://www.idahobroadcasters.org/">http://www.idahobroadcasters.org/</a>			12-Oct
Idaho Department of Labor	317 W. Main St. Boise, ID 83735 208-332-3570		<a href="http://idahoworks.gov">idahoworks.gov</a>			12-Oct
University of Idaho - Vandal Career Connection	PO Box 442534 Moscow ID 83844 208-885-6111		<a href="http://www.uidaho.edu/financial-aid/student-jobs-for-employers/post-job-opening">http://www.uidaho.edu/financial-aid/student-jobs-for-employers/post-job-opening</a>			12-Oct
Boise State University	1173 University Drive Boise, ID 83725 208-426-1747		<a href="https://boisestate-csm.simplify.com/employers/">https://boisestate-csm.simplify.com/employers/</a>			12-Oct
BoiseHelpWanted.com	Online only		<a href="http://www.BoiseHelpWanted.com/employer/">www.BoiseHelpWanted.com/employer/</a>			
LDS Employment Resource Services	Patrick Hugh McLane 50 E. North Temple St. Salt Lake City, UT 84150		<a href="https://www.ldsjobs.org/">https://www.ldsjobs.org/</a>			12-Oct
College of Western Idaho CWI	2407 Caldwell Blvd. Nampa, Idaho 83651 208-562-3000		<a href="https://cwi.idaho-csm.simplify.com/employers/index.php">https://cwi.idaho-csm.simplify.com/employers/index.php</a>			12-Oct
Commission of Hispanic Affairs	5460 W. Franklin Rd. Boise, ID 83705		<a href="http://icha.idaho.gov/">http://icha.idaho.gov/</a>			12-Oct
Referral						12-Oct
Craigslst.com (boise)	Online Only		<a href="http://boise.craigslst.org/">http://boise.craigslst.org/</a>	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		<a href="http://www.allaccess.com/">http://www.allaccess.com/</a>	4		14-Sep
Idaho State Broadcasters Association	Online only		<a href="http://www.idahobroadcasters.org/">http://www.idahobroadcasters.org/</a>			
Idaho Department of Labor	317 W. Main St. Boise, ID 83735 208-332-3570		<a href="http://idahoworks.gov">idahoworks.gov</a>			14-Sep
University of Idaho - Vandal Career Connection	PO Box 442534 Moscow ID 83844 208-885-6111		<a href="http://www.uidaho.edu/financial-aid/student-jobs-for-employers/post-job-opening">http://www.uidaho.edu/financial-aid/student-jobs-for-employers/post-job-opening</a>			14-Sep
Boise State University	1173 University Drive Boise, ID 83725 208-426-1747		<a href="https://boisestate-csm.symplicity.com/employers/">https://boisestate-csm.symplicity.com/employers/</a>			14-Sep
BoiseHelpWanted.com	Online only		<a href="http://www.BoiseHelpWanted.com/employer/">www.BoiseHelpWanted.com/employer/</a>			
LDS Employment Resource Services	Patrick Hugh McLane 50 E. North Temple St, Salt Lake City, UT 84150		<a href="https://www.ldsjobs.org/">https://www.ldsjobs.org/</a>			14-Sep
College of Western Idaho CWI	2407 Caldwell Blvd. Nampa, Idaho 83651 208-562-3000		<a href="https://cwidaho-csm.symplicity.com/employers/index.php">https://cwidaho-csm.symplicity.com/employers/index.php</a>			14-Sep
Commission of Hispanic Affairs	5460 W. Franklin Rd. Boise, ID 83705		<a href="http://icha.idaho.gov/">http://icha.idaho.gov/</a>			14-Sep
Referral				3		14-Sep
Craigslst.com (boise)	Online Only		<a href="http://boisecraigslst.org/">http://boisecraigslst.org/</a>		2	14-Sep
STAA			<a href="http://stataalent.com">stataalent.com</a>		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		<a href="http://www.allaccess.com/">http://www.allaccess.com/</a>			Posted
Idaho State Broadcasters Association	Online only		<a href="http://www.idahobroadcasters.org/">http://www.idahobroadcasters.org/</a>			Posted
Idaho Department of Labor	317 W. Main St. Boise, ID 83735 208-332-3570		<a href="http://idahoworks.gov">idahoworks.gov</a>			Posted
University of Idaho - Vandal Career Connection	PO Box 442534 Moscow ID 83844 208-885-6111		<a href="http://www.uidaho.edu/financial-aid/student-jobs-for-employers/post-job-opening">http://www.uidaho.edu/financial-aid/student-jobs-for-employers/post-job-opening</a>			Posted
Boise State University	1173 University Drive Boise, ID 83725 208-426-1747		<a href="https://boisestate-csm.symplcity.com/employers/">https://boisestate-csm.symplcity.com/employers/</a>			Can't Post
BoiseHelpWanted.com	Online only		<a href="http://www.BoiseHelpWanted.com/employer/">www.BoiseHelpWanted.com/employer/</a>			Posted
LDS Employment Resource Services	Patrick Hugh McLane 50 E. North Temple St, Salt Lake City, UT 84130		<a href="https://www.ldsjobs.org/">https://www.ldsjobs.org/</a>			Posted
College of Western Idaho CWI	2407 Caldwell Blvd. Nampa, Idaho 83651 208-562-3000		<a href="https://cwiidaho-csm.symplcity.com/employers/index.php">https://cwiidaho-csm.symplcity.com/employers/index.php</a>			Posted
Commission of Hispanic Affairs	5460 W. Franklin Rd. Boise, ID 83705		<a href="http://cha.idaho.gov/">http://cha.idaho.gov/</a>			Posted
Referral						
Media Staffing			<a href="http://Mediastaffing.com">Mediastaffing.com</a> 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		<a href="http://www.allaccess.com/">http://www.allaccess.com/</a>			18-Jan
Idaho State Broadcasters Association	Online only		<a href="http://www.idahobroadcasters.org/">http://www.idahobroadcasters.org/</a>			18-Jan
Idaho Department of Labor	317 W. Main St. Boise, ID 83735 208-332-3570		<a href="http://idahoworks.gov">idahoworks.gov</a>			18-Jan
University of Idaho - Vandal Career Connection	PO Box 442534 Moscow ID 83844 208-885-6111		<a href="http://www.uidaho.edu/financial-aid/student-jobs/for-employers/post-job-opening">http://www.uidaho.edu/financial-aid/student-jobs/for-employers/post-job-opening</a>			18-Jan
Boise State University	1173 University Drive Boise, ID 83725 208-426-1747		<a href="https://boisestate-csm.simplifycity.com/employers/">https://boisestate-csm.simplifycity.com/employers/</a>			18-Jan
BoiseHelpWanted.com	Online only		<a href="http://www.BoiseHelpWanted.com/employer/">www.BoiseHelpWanted.com/employer/</a>			
IDS Employment Resource Services	Patrick Hugh McLane 50 E. North Temple St. Salt Lake City, UT 84150		<a href="https://www.idsjobs.org/">https://www.idsjobs.org/</a>			18-Jan
College of Western Idaho CWI	2407 Caldwell Blvd. Nampa, Idaho 83651 208-562-3000		<a href="https://cwidaho-csm.simplifycity.com/employers/index.php">https://cwidaho-csm.simplifycity.com/employers/index.php</a>			18-Jan
Commission of Hispanic Affairs	5460 W. Franklin Rd. Boise, ID 83705		<a href="http://cha.idaho.gov/">http://cha.idaho.gov/</a>			18-Jan
Referral						18-Jan
Craigslist.com (boise)	Online Only		<a href="http://boise.craigslist.org/">http://boise.craigslist.org/</a>			
American Broadcasting School	Online Only					18-Jan
Media Staffing			<a href="http://mediastaffing.com">Mediastaffing.com</a> Media Staffing interviewed all candidates from all locations			2 Posted 18-Jan

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 KWYD-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.

**#5**

**OUTREACH INITIATIVES**

**Activity:**

**Brief Description:**

**Training program to help employees qualify for higher positions**

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 KWTYD-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 ambassador's 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)

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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:

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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		<a href="http://www.allaccess3.com/">http://www.allaccess3.com/</a>	1		28-Jul
Idaho State Broadcasters Association	Online only		<a href="http://www.idahobroadcasters.org/">http://www.idahobroadcasters.org/</a>			28-Jul
Idaho Department of Labor	317 W. Main St. Boise, ID 83725 208-332-3570		<a href="http://idahoworks.gov">idahoworks.gov</a>			28-Jul
University of Idaho - Vandal Career Connection	PO Box 442534 Meridian ID 83844 208-888-5121		<a href="http://www.uidaho.edu/financial-aid/student-jobs-for-employees/post-job-opening">http://www.uidaho.edu/financial-aid/student-jobs-for-employees/post-job-opening</a>			28-Jul
Boise State University	1173 University Drive Boise, ID 83725 208-426-1747		<a href="https://app.idahohandshake.com/login">https://app.idahohandshake.com/login</a>			31-Jul
BoiseHelpWanted.com	Online only		<a href="http://www.BoiseHelpWanted.com/employee/">www.BoiseHelpWanted.com/employee/</a>			28-Jul
IDS Employment Resource Services	Patrick Hugh McLane 50 E. North Temple St, Salt Lake City, UT 84150		<a href="https://www.idsjobs.org/">https://www.idsjobs.org/</a>			28-Jul
College of Western Idaho CWI	2407 Caldwell Blvd Nampa, Idaho 83851 208-562-3000		<a href="https://cwido-ctm.symbalix.com/employees/index.php">https://cwido-ctm.symbalix.com/employees/index.php</a>			28-Jul
Commission of Hispanic Affairs	5460 W. Franklin Rd. Boise, ID 83705		<a href="http://cha.idaho.gov/">http://cha.idaho.gov/</a>			28-Jul
Referral				1	1	
Craiglist.com (boise)	Online Only		<a href="http://boise.craigslist.org/">http://boise.craigslist.org/</a>			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
AltAccess	Online Only		<a href="http://www.altaccess.com/">http://www.altaccess.com/</a>			28-Feb
Idaho State Broadcasters Association	Online only		<a href="http://www.idahobroadcasters.org/">http://www.idahobroadcasters.org/</a>			28-Feb
Idaho Department of Labor	317 W. Main St. Boise, ID 83725 208-333-3570		<a href="http://idahoworks.gov">idahoworks.gov</a>		1	28-Feb
University of Idaho - Vandal Career Connection	PO Box 442584 Moscow ID 83844 208-855-6111		<a href="http://www.uidaho.edu/financial-aid/student-jobs-for-employers/post-job-opening">http://www.uidaho.edu/financial-aid/student-jobs-for-employers/post-job-opening</a>			28-Feb
Boise State University	1173 University Drive Boise, ID 83725 208-425-1747		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>			Feb-18
BoiseHelpWanted.com	Online only		<a href="http://www.BoiseHelpWanted.com/employer/">www.BoiseHelpWanted.com/employer/</a>		1	28-Feb
LDS Employment Resource Services	Patrick Hugh McLane 50 E. North Temple St. Salt Lake City, UT 84150		<a href="https://www.ldsjobs.org/">https://www.ldsjobs.org/</a>			28-Feb
College of Western Idaho CWI	2407 Caldwell Blvd. Nampa, Idaho 83651 208-562-3000		<a href="https://cwiidaho-csm.simplifcity.com/employers/index.php">https://cwiidaho-csm.simplifcity.com/employers/index.php</a>			28-Feb
Hire Heroes USA, Mission 43 Initiative	208-424-2635 984-789-7533		<a href="http://www.hireheroesusa.org/Idaho/">www.hireheroesusa.org/Idaho/</a>			28-Feb
Commission of Hispanic Affairs	5480 W. Franklin Rd. Boise, ID 83705		<a href="http://icha.idaho.gov/">http://icha.idaho.gov/</a>			28-Feb
Referral						
Craiglist.com [boise]	Online Only		<a href="http://boise.craigslst.org/">http://boise.craigslst.org/</a>		4	28-Feb
American Broadcasting School	Online Only					28-Feb
Personally delivered to Office	5550 E Franklin Rd Suite 200 Nampa, Idaho 83657		<a href="mailto:jobs@impactradio.org">jobs@impactradio.org</a>			

Grand Total Number of Applicants Interviewed: 7

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

**OUTREACH INITIATIVES**

**#1**

<b>Activity:</b>	<b>Management Personnel Training on EEO</b>
<b>Date of Activity:</b>	March 21, 2018
<b>Employees:</b>	All employees in Managerial Positions
<b>Host:</b>	Impact Radio Group
<b>Brief Description:</b>	Management received a comprehensive training program in EEO which covered State, Federal and FCC laws and regulations in regards to EEO, Harassment, Hiring, Termination, and Discrimination.

## OUTREACH INITIATIVES

**#2**

**Activity:**

**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:**

**Brief Description:**

**Training program to help employees qualify for higher positions**

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 KWYD-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 KMYD-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 KMYD-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.

**#20**

**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:**

**06/01/17-12/21/17**

**Host:**

**Vijay Das**

**Brief Description:**

College of Western Idaho – CWI student job shadowed Vijay Das from KMYD-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

[Craiglist.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](mailto: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

10/12/2016

Net Talk • View topic - Chief Engineer Needed

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/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](#)

[Home](#) • [About Us](#) • [Our Staff](#) • [Contact Us](#) • [Privacy Policy](#) • [Terms of Service](#)

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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](mailto: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

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](mailto: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

#399356 Account Executive at Impact Radio Group (/employers/25211) [Follow Job](#)[Job Details \(/jobs/399356\)](#)[Edit \(/jobs/399356/edit\)](#)[Postings \(/postings?jobs%5B%5D=399356\)](#)

## EMPLOYER

Impact Radio Group (/employers/25211)

## APPLICANTS

0 (/applications?applicable\_types%5B%5D=Job&amp;original\_jobs%5B%5D=399356)

## Social Media

[Like](#) 0 [Share](#)

Tweet

[Share](#) 0

## ✉ Email (mailto:?)

subject=Check%20this%20out&body=Check%20out%20this%20job%20I%20found%20on%20Handshake:%20%0A%0DEmployer:%20Impact%20Radio%20Group%0A%0DJob%20Type:%20Full-Time%0A%0DImpact%20Radio%0AGroup%E2%80%A6Live,%20Local,%20and%20Independent.%20%0A%0AImpact%20Radio%0AGroup%20is%20offering%20a%20unique,%20successful,%205%20years%20of%20experience%0A%20%20%20%20developing%20new%20business%20relationships%20in%20an%20outside%20sales%20role,%20as%20a%0A%20%20%20%20%20performer%20preferred%20%0A%20Track%20record%20of%20achievements,%20A%20%20%20%20%20awards%20and%20always%20striving%20to%20be%20the%20best%20in%20everyth only%20premium%20paid%20100%25%20by%20Impact%0A%20Vacation%20&%20Holidays%20to%0A%20%20%20%20%20enjoy%20the%20fruits%20of%20your%20labor%0A%0A%0ASen

## Labels

No labels have been added.

Add a label...

[Create New Label](#)

## Actions

[Add an Applicant](#)[View & Add Notes](#)[No Applicants](#)[Duplicate this Job \(/jobs/399356/duplicate?job\\_id=399356\)](#)

## Attachments (/jobs/399356/attachments)

No files have been attached

## Tracking Code

b2048a

Only this job has this tracking number.

## Post to a School

Choose a school...

University of Idaho (/schools/40)  
Requested 4 minutes ago


[Directions](#)

(https://maps.google.com/maps?hl=en&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

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 (<http://www.961bobfm.com/>), My 102.7 (<http://www.my1027fm.com/>), Wild 101.1 (<http://www.wild101fm.com/>), The Bull 101.9 (<http://www.boisebull.com/>), 92.7 The Alternative (<http://www.927boise.com/>), and ESPN (<http://espnboise.com/>)), 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](mailto: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."

### CONTACTS

Crystal Castorena

### JOB FUNCTIONS

7/26/2016

(10) Handshake

Sales

IMPACT RADIO GROUP

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

## Qualifications

ALLOWED SCHOOL YEARS

All school years allowed

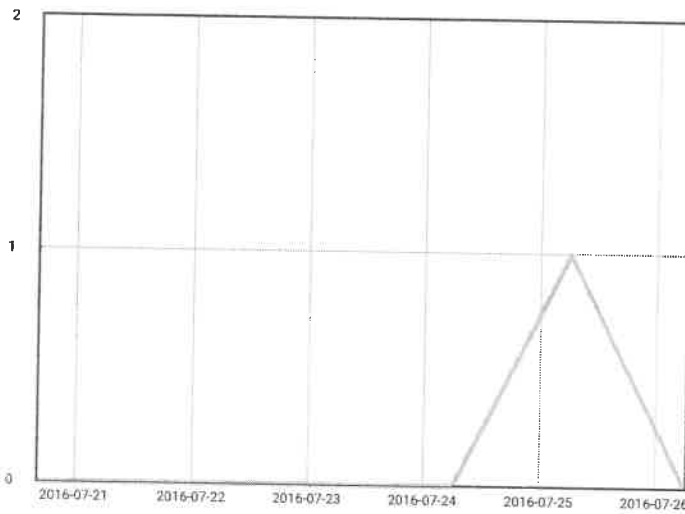
ALLOWED MAJORS

All majors allowed

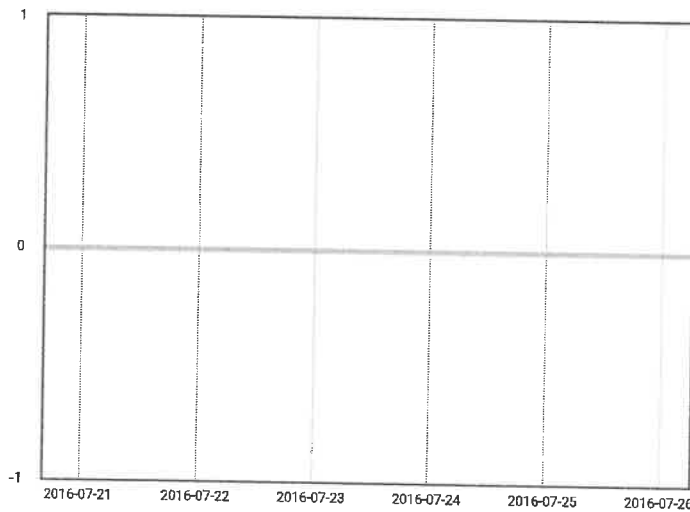
WORK AUTHORIZATION REQUIREMENTS

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)  
(<mailto:jobs@impactradiogroup.com>)

Apply Now! (</boise/job-apply/121307303/>)

Find similar jobs in:

Other (</boise/other-jobs/>) / Broadcasting/Media (</boise/broadcasting-media-jobs/>) / Sports/Fitness (</boise/sports-fitness-jobs/>)

## Navigation

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

[Site Map \(/boise/site-map/\)](/boise/site-map/)

[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/)

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[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

# LDS Employment Resources Services

10/12/2016

Impact Radio Group | LDSJobs

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 recordWhat 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 laborSend 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

10/12/2016

# LDS Employment Resources Services

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

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 \*

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

ADD...

## Qualifications

## Salary Level \*

DOE

## Location \*

Location

## Nationwide \*

☐ yes ☒ no

## City \*

Enter the City

Nampa

## State/Province \*

Enter the State/Province

Idaho ▼

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

*Commission of Hispanic Affairs*  
Impact Radio Group Mail - Job Posting



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](mailto: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.



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

Get content from your 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...

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](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."

Impact Radio Group

**Posts:** 49

**Joined:** Mon Feb 15, 2010 3:26 pm

Top

1 post • Page 1 of 1

[Return to Job Openings](#)

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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

#### 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

#### 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  
310.457.6816 (P)  
310.457.8058 (F)

#### Net News

Net News Home

#### RSS

#### Columns

Power Player  
PD Chronicles  
The Letter

#### Ratings

Nielsen  
Eastan

#### All Access Music

[My Account](#)  
[Edit My Account](#)

2/28/2018

Net Talk • View topic - Admin Assistant

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2/28/2018

# Idaho State Broadcast Association

Impact Radio Group Mail - Job Posting



Brooke Matson <brooke@impactradiogroup.com>

## Job Posting

1 message

Brooke Matson <brooke@impactradiogroup.com>

Wed, Feb 28, 2018 at 11:44 AM

To: isba@qwestoffice.net

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](mailto: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, KKKO-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,

2/28/2018

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

\*\*\*\*\*

**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.*



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 \(/jobs/1386500/\)](/jobs/1386500/)[Edit \(/jobs/1386500/edit/\)](/jobs/1386500/edit/)[Applicants \(/jobs/1386500/applications/\)](/jobs/1386500/applications/)

## Review Applicants

View applicant profiles and download application documents.

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

## Edit / Renew Job Details

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

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

## Duplicate Job

Duplicate this job and start editing the duplicate.

[Duplicate Job \(/jobs/1386500/duplicate?job\\_id=1386500/\)](/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

[\(/employers/25211/\)](/employers/25211/)[Impact Radio Group \(/employers/25211/\)](/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](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."

## 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)



2/28/2018

(16) Admin Assistant | Impact Radio Group

(No LinkedIn Listed)

### Employer Preferences

**MINIMUM CUMULATIVE GPA**  
2.0

**ALLOWED SCHOOL YEARS**  
Graduating January 2014 - December 2023

**ALLOWED MAJORS**  
All Sales and Business Administration & Management majors

**WORK AUTHORIZATION REQUIREMENTS**  
US work authorization is required

### Contact Information

**CONTACTS**  
Crystal Castorena

## Attachments (/jobs/1386500/attachments)

New Attachment (/jobs/1386500/attachments/new)

Posted to 2 Schools

☐ 2 pending postings

☒ This job is live to students until March 31, 2018 at 11:55pm.

 Target More Schools (/jobs/1386500/edit?initial\_page=3)

### Labels

No labels have been added.

Select a label...

Create New Label

 View & Add Notes

### Tracking Code

No tracking code added

### Social Media

### Email (mailto:?)

subject=Check%20this%20out&body=Check%20out%20this%20job%20I%20found%20on%20Handshake%3A%0A%0DEmployer%3A%20Impact%20Radio%20Group%0A%0DJob%20Type%3A%0A%0DAdministrative%20Assistant%0A%0AC2%A0%0A%0AESP%20Boise%2C%20Wild%20101.1%2C%20My%20102.7%2C%20101.9%20The%20Bull%2C%20101.5%20Kool%0A%0Dtasking%0A%0D%20and%20detailed%20oriented%0A%20Friendly%20attitude%0A%20Receptive%20to%20feedback%20C2%A0%20C2%A0%20C2%A0%20C2%A0%20C2%5pm%20Monday%20through%0A%20%20%20Friday.%0A%20Assist%20the%20Admin%0A%20%20%20%20Department%20with%20various%20tasks%0A%20Building%20prosperity





<https://app.joinhandshake.com/jobs/1386500>

2/28/2018

(16) Admin Assistant | Impact Radio Group

line%0Aphone%20system%2C%20Microsoft%20Office%20Suite%20%28Microsoft%20Word%2C%20Excel%2C%20etc...%29%2C%20Google%0ASuites%20%28Gmail%2C%20Google%20Calendar%2C%20Aero%20%2C%A0%20%2C%A0%20%2C%A0%20%20%0AEmployees%20are%20discouraged%20to%20maintain%20a%20health%0Awork%20and%20home%20life%20balance%0A%0A-%20%2C%A0%20%2C%A0%20%2C%A0%20%2C%A0%20%20%0AEmployees%20have%20the%20opportunity%20for%20upward%20mobility%0A%0A-%20%2C%A0%20%2C%A0%20%2C%A0%20%2C%A0%20%20%0AManagement%20is%20always%20working%20toward%20improving%20themselves%2C%20the%20staff%2C%20and%20the%2-%20%2C%A0%20%2C%A0%20%2C%A0%20%2C%A0%20%20%0AWe%20have%20a%20passionate%20and%20creative%20staff%0A%0A-%20%2C%A0%20%2C%A0%20%2C%A0%20%2C%A0%20%20%0AThe%20opinions%20of%20all%20staff%20members%20are%20heard%20and%20%0Aconsidered%20important%0A%0A-%20%2C%A0%20%2C%A0%20%2C%A0%20%2C%A0%20%2C%A0%20%20%0AAAt%20Impact%20you%20can%20expect%20to%20find%20a%20supportive%20work%0Aenvironment%20and%20air%20product.%0A%0A%2C%A0%0A%0A%0AThis%20position%20is%20full-time%20and%20entry%20level%20with%20potential%0Afor%20upward%20mobility.%20The%20company%20offers%20medical%20insurance%2C%20401k%2C%20life%0Ainsurance%2C%2

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) (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/>)

Find similar jobs in:

[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, 96.5 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
- Send resume to [jobs@impactradiogroup.com](mailto: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

☐ 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](#)



7/28/2017

# LDS Employment Resources Services

Impact Radio Group | LDSJobs

Send resume to [jobs@impactradiogroup.com](mailto:jobs@impactradiogroup.com) Attention: Ian Perry

# Job Postings

**Admin Assistant** Not Approved

**Nampa, Idaho - Full Time**

ID: 4510

Expiring on Mar 31, 2018 Posted on Feb 28, 2018

 Withdraw

01  
Applic

⋮

**Director of First Impressions/Receptionist** Not Approved

**Nampa, Idaho - Full Time**

ID: 4509

Expiring on Mar 31, 2018 Posted on Feb 28, 2018

 Withdraw

01  
Applic

⋮

Career Services Management System

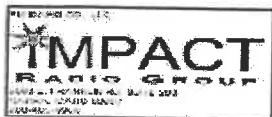
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7/28/2017

# Commission of Hispanic Affairs

Impact Radio Group Mail - Job Posting - Field Engineer



Brooke Matson <brooke@impactradiogroup.com>

## Job Posting - Field Engineer

Brooke Matson <brooke@impactradiogroup.com>

Fri, Jul 28, 2017 at 3:55 PM

To: Margie Gonzalez <lymaris.blackmon@icha.idaho.gov>

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](mailto: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, KKKO-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**

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[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

"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."

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

[publish](#)

7/28/2017



Brooke Matson <brooke@impactradiogroup.com>

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## 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](mailto: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](mailto: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



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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,KKOO-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
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,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
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
Total	30			9	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
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,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
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,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
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,KKOO-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
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		
Total				18	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,KSRY-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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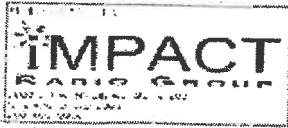
---

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 &lt;olga@impactradiogroup.com&gt;

**Fwd: American Broadcasting School**

1 message

Jobs &lt;jobs@impactradiogroup.com&gt;

To: Olga Espinoza &lt;olga@impactradiogroup.com&gt;

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 &lt;jobs@impactradiogroup.com&gt;

\*\*\*\*\*

**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



3/21/2019

Impact Radio Group Mail - Fwd: American Broadcasting School

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](mailto:michelle@radioschool.com). Also check out our website: [www.radioschool.com](http://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.** ☺

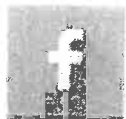
I would love the opportunity to assist your station with placement needs.

Most Sincerely,

Michelle McConnell



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

Wed, Jan 18, 2017 at 2:38 PM

To: michelle@radioschool.com

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](mailto: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 &lt;olga@impactradiogroup.com&gt;

**Fwd: American Broadcasting School**

1 message

**Jobs** <jobs@impactradiogroup.com>

Fri, Mar 1, 2019 at 9:56 PM

To: Olga Espinoza &lt;olga@impactradiogroup.com&gt;



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----- 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 &lt;jobs@impactradiogroup.com&gt;

\*\*\*\*\*

**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

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Impact Radio Group

KSRV-FM, KZMG-FM, KQBL-FM

KWYD-FM, KKOQ-AM, KQBL-HD2, KQBL-HD3

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----- 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

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----- 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>

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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.

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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 29<sup>th</sup> Street Oklahoma, City, OK 73115  
Phone (405) 672-6511  
[radioschool.com](http://radioschool.com)



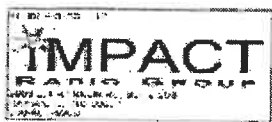
It's a GREAT day to be in radio!!!!

**"Over 4000 broadcasters in more than 45 years"**

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

7/28/2017

Impact Radio Group Mail - Job Posting - Field Engineer



Brooke Matson <brooke@impactradiogroup.com>

## Job Posting - Field Engineer

Brooke Matson <brooke@impactradiogroup.com>

Fri, Jul 28, 2017 at 3:56 PM

To: michelle@radioschool.com

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](mailto: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, KKOQ-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

9/7/2017

Impact Radio Group Mail - Job Posting - Director of First Impressions



Brooke Matson <brooke@impactradiogroup.com>

## Job Posting - Director of First Impressions

1 message

Brooke Matson <brooke@impactradiogroup.com>

Thu, Sep 7, 2017 at 1:56 PM

To: michelle@radioschool.com

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, KKKO-AM



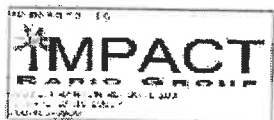
*A 30 day and 33% fulfillment cancellation policy is required of all schedules. All commercials and added value elements are Preemptable by rate and subject to redistribution within flight or may be bumped due to rates, supply and demand. This station does not discriminate in the sale of advertising 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  
Fax: 1-208-465-2922  
[Brooke@ImpactRadioGroup.com](mailto: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



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### 2 attachments



2015 0828 Admin Assistant.doc  
32K



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