

**TOWNSQUARE LICENSE, LLC**  
**Boise Employment Unit**  
**KCIX(FM), KXLT(FM), KIDO(AM), KAWO(FM), KSAS(FM), KFXD(AM)**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2022 – May 31, 2023**  
**Amended May 6, 2024**

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

<b>Job Title</b>	<b>Date of Hire</b>	<b>Public Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>Interviews Per Source</b>	<b>RS Referring Hiree</b>
Account Executive No. 1	7/18/2022	1, 2, 3, 7	RS 1 – 0 RS 2 – 0 RS 3 – 2 RS 5 – 1 <u>RS 7 – 0</u> Total: 3	5
Account Executive No. 2	2/13/2023	1, 2, 3, 7	RS 1 – 0 RS 2 – 0 RS 3 – 1 <u>RS 7 – 0</u> Total: 1	3
Brand Manager	9/6/2022	1, 2, 3, 7	RS 1 – 0 RS 2 – 1 RS 3 – 0 <u>RS 7 – 0</u> Total: 1	2
Sales Assistant	11/14/2022	1, 2, 3, 7	RS 1 – 0 RS 2 – 0 RS 3 – 1 <u>RS 7 – 0</u> Total: 2	3

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	Indeed (via Greenhouse) (Indeed also independently posts vacancy to Glassdoor.com)	No	0
2	Townsquare Media Corporate website (via Greenhouse)	No	1
3	LinkedIn (via Greenhouse)	No	4
4	Employee Referral (open recruiter)	No	0
5	Indeed (sourced)	No	1
6	LinkedIn (sourced)	No	0
7	Zip Recruiter (via Greenhouse)	No	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>6</b>

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Participated in job fair	On 8/24/22, Promotions Director participated in a career fair at Boise State University. This was to educate the public about careers in broadcasting and the qualifications necessary to fill open positions.
2	Participated in job fair	On 9/30/22, Sales Assistant participated in a career fair at Union High School. This was to educate the public about careers in broadcasting and the qualifications necessary to fill open positions.
3	Participated in job fair	On 4/12/23, Brand Manager and Promotions Director participated in a career fair at Boise State University. This was to educate the public about careers in broadcasting and the qualifications necessary to fill open positions.
4	Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment	Station hosted a paid intern from the University of Idaho from May 23, 2022 through August 15, 2022. The intern worked closely with the station’s Brand Manager and was trained in studio and production broadcasting. Brand Manager supervised the intern.
5	Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Account Executive participated in a four-day “Top Gun” training program (90 minutes each day, 8/16/2022 through 8/19/2022) which was designed by Townsquare to help train and advance the top 15% of Ignite sellers to the next level in their career.
6	Participation in event sponsored by educational institutions relating to career opportunities in broadcasting.	On April 26, 2023, an Account Executive had a student from Boise State University, who was taking a class on Traditional Marketing, shadow her on a customer needs analysis (CNA). On May 4, 2023, the Boise State student also shadowed the Account Executive on a subsequent business pitch with the same potential client. The AE ultimately closed the business and secured the client.
7	Participation in event sponsored by educational institutions relating to career opportunities in broadcasting.	On April 18, 2023, Brand Manager held an informational session with a Boise State University student interested in radio broadcasting. The discussion included how on-air shows and music are programmed onto a station and the student was able to ask questions about radio broadcasting in general.