STATIONS: KIDO-AM, KCIX-FM, KSAS-FM, KXLT-FM, KAWO-FM, KFXD-AM

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ANNUAL EEO PUBLIC FILE REPORT
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Market President — *RS used to fill Vacancy: #8, 9, 10, 14*

Recruitment Source	# Interviewed	Hired?
Townsquare Website	17	
LinkedIn	1	
Indeed	17	
Internal Referral	1	1
No of Applicants Interviewed	***36***	***1***

Brand Manager — *RS used to fill Vacancy: #8, 14*

Recruitment Source	# Interviewed	Hired?
Townsquare Website	9	
Employee Referral	1	1
No of Applicants Interviewed	***10***	***1***

Digital Managing Editor — *RS used to fill Vacancy: #8, 9, 10, 11*

Recruitment Source	# Interviewed	Hired?
Townsquare Website	10	
LinkedIn	2	
Indeed	28	
Career Builder	1	1
No of Applicants Interviewed	***41***	***1***

Account Executive — *RS used to fill Vacancy: #8, 9, 12, 14*

Recruitment Source	# Interviewed	Hired?
Townsquare Website	14	
Indeed	34	2
Glassdoor	2	
Internal Referral	1	1
No of Applicants Interviewed	***51***	***3***

STATIONS: KIDO-AM, KCIX-FM, KSAS-FM, KXLT-FM, KAWO-FM, KFXD-AM

townsquare media boise

ANNUAL EEO PUBLIC FILE REPORT
6/1/18 - 5/31/19

Digital Campaign Manager — *RS used to fill Vacancy: #8, 9, 10, 12, 13*

Recruitment Source	# Interviewed	Hired?
Townsquare Website	13	1
LinkedIn	2	
Indeed	26	
Glassdoor	2	1
Market Outreach	4	
No of Applicants Interviewed	***47***	***2***

Promotions Director — *RS used to fill Vacancy: #8, 9, 12, 13*

Recruitment Source	# Interviewed	Hired?
Townsquare Website	13	
Indeed	52	
Glassdoor	2	
Market Outreach	1	1
No of Applicants Interviewed	***68***	***1***

On-Air Host, KSAS — *RS used to fill Vacancy: #8, 13, 14*

Recruitment Source	# Interviewed	Hired?
Townsquare Website	2	
Market Outreach	2	
Interviewee Referral	1	1
Agent Referral	2	
No of Applicants Interviewed	***7***	***1***
Grand Total	**260**	**10**

Recruitment Sources Utilized During Reporting Period

RS #	Recruitment Agency	Contact Person	Address	Phone	Fax	Email	Requested Notice of Vacancies?	Interview Count within past year
1	BSU Career Center http://boisestate-csm.symplicity.com/employers	Online Portal	1910 University Drive Boise, ID 83725	208-426-1747	208-426-3437	handshake@m.joinhandshake.com	N	
2	Adult Basic Education ESL at BSU	Theresa	7848 N. Chelmsford Boise, ID 83713	208-938-5233	208-562-2185	Kcordero4@msn.com	N	
3	Idaho Commerce and Labor	Monica Nieto	205 E. Watertower Ln. Meridian, ID 83642	208-364-7785 x3594	208-895-8441	Ofelia.Morales@labor.idaho.gov	N	
4	Commission of Hispanic Affairs	Lymaris Blackmon	5460 W. Franklin Rd. Boise, ID 83705	208-334-3776	208-334-3778	lymaris.ortizperez@icha.idaho.gov	N	
5	Community Council of Idaho	Raquel Reyes	317 Happy Day Rd. Caldwell, ID 83605	208-454-1652	208-459-0416	rreyes@ccimail.org	N	
6	NAACP Treasure Valley Branch	Mary Toy	P.O. Box 8436 Boise, ID 83707	208-395-8300 x57	208-395-8333	mtoy3@hotmail.com	N	
7	College of Idaho	Sara Crenshaw	2112 Cleveland Blvd Caldwell, ID 83605	208-459-5011	208-459-5849	screnshaw@collegeofidaho.edu	N	
8	Townsquare Careers Page (through Greenhouse)	http://www.greenhouse.io	http://www.townsquaremedia.com/careers				N	78
9	Indeed.com (through Greenhouse)	http://www.greenhouse.io	http://www.greenhouse.io				N	157
10	LinkedIn.com (through Greenhouse)	http://www.greenhouse.io	http://www.greenhouse.io				N	5
11	Careerbuilder.com (through Greenhouse)	http://www.greenhouse.io	http://www.greenhouse.io				N	1
12	Glassdoor.com (through Greenhous)	http://www.greenhouse.io	http://www.greenhouse.io				N	6
13	Market Outreach		Townsquare Employee' Individual Sourcing, Market Outreach				N	7
14	Referral		Internal Employee Referrals				N	6
							Total	260

(*) Sources entitled to vacancy notification are marked with an asterisk (*).

Outreach Initiative Record Keeping Worksheet

Station (s) Claiming Credit: 580AM & 107.5FM KIDO
Type of activity listed under Outreach Initiative worksheet: Participation in Educational Event.
Date of station participation: **Sept 14:** Compass Public Charter School, **Sept 28:** Mountain View High School, **Oct 12:** Idaho College of Osteopathic Medicine, **Oct 19:** College of Western Idaho, **Nov 2:** The Ambrose School, **Nov 9:** Boise State College of Innovation and Design, **Nov 30:** College of Idaho, **Dec 7:** Eagle High School, **Dec 14:** Bishop Kelly High School, **Mar 8:** Vision Charter School, **Mar 15:** Columbia High School, **Apr 5:** Boise State University, **Apr 12:** Saint Mary's Catholic School, **Apr 26:** Eagle High School, **May 3:** Compass Charter School, **May 10:** College of Western Idaho, **May 17:** Lee Pesky Learning Center, **May 31:** Idaho College of Osteopathic Medicine.
Participating employees: Kevin Miller, Ray Amaya, Rance Pugmire, and additional TSM staff
Host/Sponsor of activity: CapEd Credit Union, Team Mazda-Subaru
Brief description of activity and station participation: KIDO Talk Radio's morning show broadcasts from 17 Treasure Valley Schools over the entire year. Promote our Schools: The program promotes outreach through interaction with area newsmakers, students, teachers, and elected officials. Kevin Miller profiles the efforts of local educators at schools throughout the area. The program exposes students to how the media serves the public interest.

Outreach Initiative Record Keeping Worksheet

Station (s) Claiming Credit: Townsquare Media, Boise
Type of activity listed under Outreach Initiative worksheet: Participation in Community Outreach.
Date of station participation: June 1, 2018
Participating employees: Cindy Seideman
Host/Sponsor of activity: Walk-Ins
Brief description of activity and station participation: A couple visited the station to learn more about radio. They were given a tour of the studios, met on-air staff, and learned about various roles and departments that support the stations.

Outreach Initiative Record Keeping Worksheet

Station (s) Claiming Credit: 103.5 KSAS, 107.9 KXLT, 105.9 KCIX, 104.3 KAWO, AM630 KFXD, AM580 KIDO
Type of activity listed under Outreach Initiative worksheet: Participation in Educational Event.
Date of station participation: July 10, 2018
Participating employees: Jorge Cardenas, Charene Herrera, Zizly Flores, Ray Amaya
Host/Sponsor of activity: Townsquare Media, Boise
Brief description of activity and station participation: Jorge Cardenas welcome students from a class at Garfield Elementary, as well as their supervising staff. They were welcomed into all of the station studios and had the opportunity to record some fun promos that they were able to listen to on-air the next day.

Outreach Initiative Record Keeping Worksheet

Station (s) Claiming Credit: 103.5 KSAS, 107.9 KXLT, 105.9 KCIX, 104.3 KAWO, AM630 KFXD, AM580 KIDO
Type of activity listed under Outreach Initiative worksheet: Participation in Educational Event.
Date of station participation: August 1, 2018
Participating employees: Holly Johnson, Zizly Flores, Rich Summers, Keke Luv, Matt Walling, Mark Long, Michelle Heart
Host/Sponsor of activity: Townsquare Media, Boise and Boise Parks & Recreation
Brief description of activity and station participation: Holly lead a tour of the radio station for a group of fourth to sixth graders for a BP&R summer camp. They were introduced to on-air personalities, learned how a commercial is made, found out how radio stations try to reach listeners, and learned a little of the sales process and how each of the participating employees got into radio. They also learned about a number of other roles and how they support the stations.

Outreach Initiative Record Keeping Worksheet

Station (s) Claiming Credit: Townsquare Media, Boise
Type of activity listed under Outreach Initiative worksheet: Participation in Community Outreach.
Date of station participation: October 29, 2018
Participating employees: Cindy Seideman
Host/Sponsor of activity: Walk-Ins
Brief description of activity and station participation: A walk-in listener visited the station to learn more about radio. They were given a tour of the studios, met on-air staff, and learned about various roles and departments that support the stations.

Outreach Initiative Record Keeping Worksheet

Station (s) Claiming Credit: 580AM & 107.5FM KIDO
Type of activity listed under Outreach Initiative worksheet: Participation in Community Outreach.
Date of station participation: November 12, 2018 – November 17, 2018
Participating employees: Kevin Miller, Ray Amaya, Rance Pugmire, and additional TSM staff
Host/Sponsor of activity: Boise Rescue Mission and Walmart
Brief description of activity and station participation: Miller's Mission, Walmart Event: The KIDO Talk Radio Morning Show broadcast for one week, twice a year, from a Nampa Walmart collecting donations benefitting the Boise Rescue Mission. Community leaders, listeners, and local officials joined the effort. Over 40,000 was raised in cash, along with goods and food. Miller's Mission unites the community through outreach and charitable giving.

Outreach Initiative Record Keeping Worksheet

Station (s) Claiming Credit: Townsquare Media, Boise - Programming
Type of activity listed under Outreach Initiative worksheet: Participation in Educational Event.
Date of station participation: January 23, 2019
Participating employees: Mark Long, Zizly Flores, Robin Scott
Host/Sponsor of activity: The Joshua Institute
Brief description of activity and station participation: A student from the Joshua Institute in Boise, visited the building to shadow our production director, Mark Long. The student was given a tour of the building, met staff, and learned about production and copy writing for the radio industry.

Outreach Initiative Record Keeping Worksheet

Station (s) Claiming Credit: Townsquare Media, Boise - Programming
Type of activity listed under Outreach Initiative worksheet: Participation in Educational Event.
Date of station participation: January 24, 2019
Participating employees: Mark Long
Host/Sponsor of activity: College of Western Idaho
Brief description of activity and station participation: A student from the College of Western Idaho, visited the building to shadow our production director, Mark Long. The student was given a tour of the building, met staff, learned about the process behind audio production, and got to sit in on a client recording session.

Outreach Initiative Record Keeping Worksheet

Station (s) Claiming Credit: 104.3 KAWO
Type of activity listed under Outreach Initiative worksheet: Participation in Educational Event.
Date of station participation: March 13, 2019
Participating employees: Zizly Flores
Host/Sponsor of activity: Project STEM Charter School
Brief description of activity and station participation: Zizly was invited to be a guest speaker at the Project STEM Charter School in Kuna, ID to discuss leadership and pathways into the radio/media industry.

Outreach Initiative Record Keeping Worksheet

Station (s) Claiming Credit: Townsquare Media, Boise
Type of activity listed under Outreach Initiative worksheet: Participation in Educational Event.
Date of station participation: April 18, 2019
Participating employees: Jeff Connell
Host/Sponsor of activity: College of Western Idaho
Brief description of activity and station participation: Jeff presented for 75 minutes to a Media Storytelling class at the College of Western Idaho. The presentation covered storytelling in radio and digital communications. Jeff played audio samples, described and demonstrated coaching strategies, and answered questions about broadcasting and the radio industry.

Outreach Initiative Record Keeping Worksheet

Station (s) Claiming Credit: 103.5 KSAS
Type of activity listed under Outreach Initiative worksheet: Participation in Educational Event.
Date of station participation: April 25, 2019
Participating employees: Matt Walling
Host/Sponsor of activity: College of Western Idaho
Brief description of activity and station participation: Matt hosted a media student from the College of Western Idaho. The student shadowed Matt for a two hour on-air shift, and interviewed Matt afterwards for his class, asking about radio and his specific field of work.

Outreach Initiative Record Keeping Worksheet

Station (s) Claiming Credit: 103.5 KSAS
Type of activity listed under Outreach Initiative worksheet: Participation in Educational Event.
Date of station participation: May 7, 2019
Participating employees: Matt Walling
Host/Sponsor of activity: College of Western Idaho
Brief description of activity and station participation: Matt hosted a student from the College of Western Idaho. The student shadowed Matt for a two hour on-air shift and while Matt mixed down recorded audio, and asked questions about audio production and the radio industry.

Outreach Initiative Record Keeping Worksheet

Station (s) Claiming Credit: 103.5 KSAS, 104.3 KAWO
Type of activity listed under Outreach Initiative worksheet: Credited Internship
Date of station participation: May 9, 2019
Participating employees: Matt Derrick, Rome Voltmer, Mateo Walling, Zizly Quiroz
Host/Sponsor of activity: Boise State University
Brief description of activity and station participation: A student with Boise State University began an internship with KISS-FM and WOW-Country to learn all facets of on-air broadcasting, promotions, and marketing locally and for digital platforms. She will shadow on-air talent, as well as our promotions director and brand manager.

Outreach Initiative Record Keeping Worksheet

Station (s) Claiming Credit: 107.9 KXLT
Type of activity listed under Outreach Initiative worksheet: Participation in Educational Event.
Date of station participation: May 16, 2019
Participating employees: Michelle Heart
Host/Sponsor of activity: Summerwind STEM Academy
Brief description of activity and station participation: Michelle was invited to participate in Summerwind STEM Academy's annual read night. She read to elementary school children and led a Q&A afterwards about her job and the radio industry.

Outreach Initiative Record Keeping Worksheet

Station (s) Claiming Credit: 580AM & 107.5FM KIDO
Type of activity listed under Outreach Initiative worksheet: Participation in Community Outreach.
Date of station participation: May 20, 2019 – May 25, 2019
Participating employees: Kevin Miller, Ray Amaya, Rance Pugmire, and additional TSM staff
Host/Sponsor of activity: Boise Rescue Mission and Walmart
Brief description of activity and station participation: Miller's Mission, Walmart Event: The KIDO Talk Radio Morning Show broadcast for one week, twice a year, from a Nampa Walmart collecting donations benefitting the Boise Rescue Mission. Community leaders, listeners, and local officials joined the effort. Over 40,000 was raised in cash, along with goods and food. Miller's Mission unites the community through outreach and charitable giving.