



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

ANNUAL EEO PUBLIC FILE REPORT 6/1/17 - 5/31/18

Ignite Regional Seller

RS used to fill Vacancy: #8, 9

Recruitment Source	# Interviewed	Hired?
Employee Referral	1	1
LinkedIn	1	
Indeed	1	
<i>No of Applicants Interviewed</i>	<u>3</u>	<u>1</u>

Outside Sales Representative / Account Executive / Digital Sales Executive

RS used to fill Vacancy: #1-9

Recruitment Source	# Interviewed	Hired?
Townsquare Website	18	2
Career Builder	6	
Market Outreach, Local	4	1
Indeed	23	
LinkedIn	5	1
Glassdoor	2	
<i>No of Applicants Interviewed</i>	<u>58</u>	<u>4</u>

Regional Digital Campaign Manager

RS used to fill Vacancy: #8, 9

Recruitment Source	# Interviewed	Hired?
Townsquare Website	8	
Indeed	8	1
<i>No of Applicants Interviewed</i>	<u>16</u>	<u>1</u>

Traffic Manager

RS used to fill Vacancy: #1-9

Recruitment Source	# Interviewed	Hired?
Townsquare Website	1	1
Indeed	11	1
Internal Referral	1	1
<i>No of Applicants Interviewed</i>	<u>13</u>	<u>3</u>



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

ANNUAL EEO PUBLIC FILE REPORT
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Interactive Regional Seller

RS used to fill Vacancy: #8, 9

Recruitment Source	# Interviewed	Hired?
CareerBuilder	7	1
Townsquare Website	3	
Indeed	18	
LinkedIn	17	
Glassdoor	1	
<i>No of Applicants Interviewed</i>	46	1

On-Air Host, KSAS & KXLT

RS used to fill Vacancy: #8, 9

Recruitment Source	# Interviewed	Hired?
Indeed	5	
Internal Referral	2	2
<i>No of Applicants Interviewed</i>	7	2

Grand Total

143	12
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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.symphlicity.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	Koordero4@msn.com	N	
3	Idaho Commerce and Labor	Monica Nieto	205 E. Watertower Ln. Meridian, ID 83642	208-364-7785x3594	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	208-395-8300x57	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	screenshaw@collegeofidaho.edu	N	
8	Townsquare Website	DIRECT	http://www.townsquaremedia.com/careers				N	30
9	Greenhouse	http://www.greenhouse	GH posts to: SimplyHired, Indeed, Glassdoor, GifHub, Careers 2.0, Coroflot, dribbble, craigslist, RolePoint, entelo, Twitter, Facebook, & LinkedIn.				N	105
							Total	135

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

Outreach Initiative Record Keeping Worksheet

Station (s) Claiming Credit: Townsquare Media – Boise, Digital
Type of activity listed under Outreach Initiative worksheet: Digital Internship Program.
Date of station participation: June 2017 through August 2017
Participating employees: Melissa Rogers
Host/Sponsor of activity: Digital Managing Editor
Brief description of activity and station participation: The DME took on a summer intern, Lizzie Widner, to assist in all digital aspects of TSM Boise's summer events. She assisted in planning ticket stops for Boise Music Festival, scavenger hunts for Huckleberry Jam, and taking pictures for every event. She assisted with newsletter creation, and coming up with unique ways to promote our brands and events within the community.

Outreach Initiative Record Keeping Worksheet

Station (s) Claiming Credit: KIDO Talk Radio 107.5 FM and 580 AM
Type of activity listed under Outreach Initiative worksheet: Participation in other programs designed to promote outreach
Date of station participation: Sep 8 th : Columbia High School Sep 15 th : College of Western Idaho (CWI) Sep 22 nd : Nampa High School Sep 29 th : Compass Public Charter School (7 th – 12 th grade campus) Oct 20 th : Eagle High School Oct 27 th : Vision Charter School Nov 3 rd : College of Idaho Nov 8 th : Ridgeview High School Dec 8 th : Nampa South Middle School
Participating employees: Kevin Miller, Jorge Cardenas, Ray Amaya, Rance Pugmire
Sponsors: Team Mazda Subaru and Cap Ed Credit Union Hosts: Columbia High School, College of Western Idaho (CWI), Nampa High School, Compass Public Charter School, Eagle High School, Vision Charter School, College of Idaho, Ridgeview High School, Nampa South Middle School
Brief description of activity and station participation: Promote Our Schools. Secure Our Future is a campaign KIDO Talk Radio has been doing for almost 5 years. Kevin Miller in the morning will reach out to 10 schools in the Spring and 10 Schools in the fall who are interested in welcoming Kevin Miller’s morning show to their campus. During the show, students and teachers are selected to be interviewed live on the show and talk about the great and wonderful things their school is providing and/or the amazing accomplishments of star pupils in the school. The goal is to use radio broadcasting as a tool to make the local community aware that our schools are trying to promote positive, healthy, and beneficial programs that in turn will benefit the students and their community for many years to come.

Outreach Initiative Record Keeping Worksheet

Station (s) Claiming Credit: Townsquare Media – Boise (ALL)
Type of activity listed under Outreach Initiative worksheet: Career Fair Participation
Date of station participation: October 18 th , 2017
Participating employees: Logan Cunningham, Jorge Cardenas, Joe King, Erin Kruitbosch, Brittiany Graham, Jamie Suhr
Host/Sponsor of activity: Host: Boise State University
Brief description of activity and station participation: Townsquare Media participated in the Boise State University Fall Career Fair. This career fair is designed to benefit undergraduates who are looking to get their start or gain some experience in the field of their interest. It was an all-day event and we talked to over 200 students at Boise State.

Outreach Initiative Record Keeping Worksheet

Station (s) Claiming Credit: Townsquare Media – Boise, Digital
Type of activity listed under Outreach Initiative worksheet: Public Speaking Engagement
Date of station participation: October 25, 2017
Participating employees: Melissa Rogers
Host/Sponsor of activity: Digital Managing Editor
Brief description of activity and station participation: Melissa spoke at the Meridian, ID Unbound library about marketing for Townsquare and Radio in the Treasure Valley.

Outreach Initiative Record Keeping Worksheet

Station (s) Claiming Credit: Townsquare Media – Boise, Digital
Type of activity listed under Outreach Initiative worksheet: Public Speaking Engagement
Date of station participation: October 31, 2017
Participating employees: Melissa Rogers
Host/Sponsor of activity: Digital Managing Editor
Brief description of activity and station participation: Melissa spoke with Rick Moore students at BSU about marketing, social media, and the importance of a digital presence in the modern era.

Outreach Initiative Record Keeping Worksheet

Station (s) Claiming Credit: Townsquare Media – Boise(ALL)
Type of activity listed under Outreach Initiative worksheet: Public Speaking about broadcasting to university students
Date of station participation: November 13 th , 2017
Participating employees: Jorge Cardenas
Host/Sponsor of activity: Host: Boise State University
Brief description of activity and station participation: Jorge Cardenas spoke to students at Boise State University who are members or are a part of the Boise State University Radio Station, The Pulse, as well as the University newspaper, the Arbiter. Over 60 students came to learn about the current status of the radio and broadcasting industry. Jorge answered students' questions pertaining to broadcasting and recommendation moving forward with their goals.

Outreach Initiative Record Keeping Worksheet

Station (s) Claiming Credit: Townsquare Media – Boise (ALL)
Type of activity listed under Outreach Initiative worksheet: Career Fair Participation
Date of station participation: Feb 27 th , 2018
Participating employees: Logan Cunningham, Jorge Cardenas, Joe King, Erin Kruitbosch, Brittiany Graham
Host/Sponsor of activity: Boise State University
Brief description of activity and station participation: Townsquare Media participated in the Boise State University Spring Career Fair. This career fair is designed to benefit undergraduates who are looking to get their start or gain some experience in the field of their interest. It was an all day event and we talked to over 200 students at Boise State.

Outreach Initiative Record Keeping Worksheet

Station (s) Claiming Credit: KXLT-FM, Lite FM
Type of activity listed under Outreach Initiative worksheet: School Visit
Date of station participation: March 1 st , 2018
Participating employees: Michelle Heart
Host/Sponsor of activity: Jefferson Elementary
Brief description of activity and station participation: Michelle read to students for Read Across America followed by a brief Q&A session about working in the radio industry.

Outreach Initiative Record Keeping Worksheet

Station (s) Claiming Credit: KIDO Talk Radio
Type of activity listed under Outreach Initiative worksheet: Speaking engagement at the Meridian Chamber of Commerce at Scentsy Commons in Meridian, ID.
Date of station participation: March 2 nd , 2018
Participating employees: Kevin Miller, Melissa Rogers
Host/Sponsor of activity: Meridian Chamber of Commerce
Brief description of activity and station participation: Kevin Miller spoke to local businesses about KIDO, what we do, how KIDO works within the community, and why being the 'town square' is important. It was an hour long presentation followed by a Q&A. Melissa was on hand to record the event and create a blog about Kevin's participation following the event.

Outreach Initiative Record Keeping Worksheet

Station (s) Claiming Credit: KXLT-FM, Lite FM
Type of activity listed under Outreach Initiative worksheet: School Visit
Date of station participation: March 2 nd , 2018
Participating employees: Michelle Heart
Host/Sponsor of activity: Grace Jordan Elementary
Brief description of activity and station participation: Michelle read to students for Read Across America followed by a brief Q&A session about working in the radio industry.

Outreach Initiative Record Keeping Worksheet

Station (s) Claiming Credit: KXLT-FM, Lite FM
Type of activity listed under Outreach Initiative worksheet: School Visit
Date of station participation: March 2nd, 2018
Participating employees: Michelle Heart
Host/Sponsor of activity: Inspire Academy
Brief description of activity and station participation: Michelle read to students for Read Across America followed by a brief Q&A session about working in the radio industry.

Outreach Initiative Record Keeping Worksheet

Station (s) Claiming Credit: KAWO-FM, Wow Country 104.3
Type of activity listed under Outreach Initiative worksheet: School Visit
Date of station participation: March 8 th , 2018
Participating employees: Zizly Flores-Herrera
Host/Sponsor of activity: Jefferson Elementary
Brief description of activity and station participation: Zizly read to Dr. Seuss to students for Read Across America week and spoke about working in radio and answered questions afterwards.

Outreach Initiative Record Keeping Worksheet

Station (s) Claiming Credit: KIDO Talk Radio 107.5 FM and 580 AM
Type of activity listed under Outreach Initiative worksheet: Participation in other programs designed to promote outreach
Date of station participation: April 5th, 2018: Mountain View HS April 12th, 2018: Meridian Technical Charter HS April 19th, 2018: Compass Public Charter April 26th, 2018: College of Western Idaho May 3rd, 2018: Eagle HS May 10th, 2018: St. Ignatius Catholic HS May 17th, 2018 Bishop Kelly HS
Participating employees: Kevin Miller, Jorge Cardenas, Ray Amaya, Rance Pugmire
Host/Sponsor of activity: Sponsors: Team Mazda Subaru and Cap Ed Credit Union

Hosts:

Mountain View HS
Meridian Technical Charter HS
Compass Public Charter
College of Western Idaho
Eagle HS
St. Ignatius Catholic HS
Bishop Kelly HS

Brief description of activity and station participation:

Promote Our Schools. Secure Our Future is a campaign KIDO Talk Radio has been doing for almost 5 years. Kevin Miller in the morning will reach out to 10 schools in the Spring and 10 Schools in the fall who are interested in welcoming Kevin Miller's morning show to their campus. During the show, students and teachers are selected to be interviewed live on the show and talk about the great and wonderful things their school is providing and/or the amazing accomplishments of star pupils in the school. The goal is to use radio broadcasting as a tool to make the local community aware that our schools are trying to promote positive, healthy, and beneficial programs that in turn will benefit the students and their community for many years to come.

Outreach Initiative Record Keeping Worksheet

Station (s) Claiming Credit: KXLT-FM, Lite FM
Type of activity listed under Outreach Initiative worksheet: School Visit
Date of station participation: April 12 th , 2018
Participating employees: Michelle Heart
Host/Sponsor of activity: Summerwind STEM Academy
Brief description of activity and station participation: Michelle was a celebrity reader for Summerwind's read night. Hosted a brief Q&A about working in the radio industry between stories.

Outreach Initiative Record Keeping Worksheet

Station (s) Claiming Credit: Townsquare Media – Boise (ALL)
Type of activity listed under Outreach Initiative worksheet: Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting. ISBA communication scholarship program awarded to Cynthia Ortega in May 2018.
Date of station participation: Year-round, latest scholarship awarded May 18
Participating employees: Kevin Godwin, Jorge Cardenas
Host/Sponsor of activity: Townsquare Media Boise & Idaho State Broadcasters Association
Brief description of activity and station participation: Sponsoring and working with the Idaho State Broadcasters Association to offer scholarships for students interested in pursuing broadcasting and communication degrees. Recommendations given for part-time promotions employee Cynthia Ortega to further her education in broadcast.