

TOWNSQUARE LICENSE, LLC
Boise Employment Unit
KCIX(FM), KXLT-FM, KIDO(AM), KAWO(FM), KSAS-FM, KFXD(AM)
EEO PUBLIC FILE REPORT
June 1, 2021 – May 31, 2022
Amended May 6, 2024

I. VACANCY LIST

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

Job Title	Date of hire	Public Recruitment Sources (RS) Used to Fill Vacancy	Interviews per RS	RS Referring Hiree
Receptionist	6/14/2021	1, 2, 3, 4	RS 1 - 10 RS 2 - 0 RS 3 - 0 <u>RS 4 - 0</u> Total: 10	1
Sales Assistant	7/6/2021	1, 2, 3, 4	RS 1 - 0 RS 2 - 1 RS 3 - 0 <u>RS 4 - 0</u> Total: 1	2
Promotions Manager	11/1/2021	1, 2, 3, 4	RS 1 - 0 RS 2 - 1 RS 3 - 0 <u>RS 4 - 0</u> Total: 1	2
Account Executive No. 1	8/2/2021	1, 2, 3, 4	RS 1 - 1 RS 2 - 0 RS 3 - 0 <u>RS 4 - 0</u> Total: 1	1
Account Executive No. 2	8/30/2021	1, 2, 3, 4	RS 1 - 0 RS 2 - 0 RS 3 - 0 RS 4 - 0 <u>RS 7 - 1</u> Total: 1	7
Account Executive Nos. 3-5	1/31/2022 4/1/2022 5/16/2022	1, 2, 3, 4	RS 1 - 4 RS 2 - 0 RS 3 - 2 RS 4 - 0 <u>RS 7 - 1</u> Total: 7	1, 7, 1

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Job Title	Date of hire	Public Recruitment Sources (RS) Used to Fill Vacancy	Interviews per RS	RS Referring Hiree
On-Air Host / Digital Content Writer No. 5	1/3/2022	1, 2, 3, 4	RS 1 - 0 RS 2 - 0 RS 3 - 0 RS 4 - 0 <u>RS 5 - 1</u> Total: 1	5
On-Air Host / Digital Content Writer No. 1	10/11/2021	1, 2, 3, 4	RS 1 - 1 RS 2 - 6 RS 3 - 6 <u>RS 4 - 0</u> Total: 13	2
On-Air Host / Digital Content Writer No. 6	11/29/2021	1, 2, 3, 4	RS 1 - 9 RS 2 - 8 RS 3 - 3 RS 4 - 0 <u>RS 6 - 1</u> Total: 21	6
On Air Host / Digital Content Writer No. 2& No. 3	1/3/2022 3/7/2022	1, 2, 3, 4	RS 1 - 1 RS 2 - 1 RS 3 - 0 <u>RS 4 - 0</u> Total: 2	2, 1
On-Air Host / Digital Content Writer No. 4	5/9/2022	1, 2, 3, 4	RS 1 - 0 RS 2 - 1 RS 3 - 0 RS 4 - 0 <u>RS 6 - 2</u> Total: 3	2

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Indeed (via Greenhouse) (Indeed also independently posts vacancy to Glassdoor.com)	No	26
2	Townsquare Media Corporate job board (via Greenhouse)	No	18
3	LinkedIn (Ad Posting) (via Greenhouse)	No	11
4	Zip Recruiter (via Greenhouse)	No	0
5	LinkedIn (candidate sourced)	No	1
6	Employee Referral	No	3
7	Indeed (candidate sourced)	No	2
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			61

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participated in job fair	On 4/6/22, Promotions Director participated in a career fair at Boise State University.
2	Participated in an event sponsored by educational institutions relating to career opportunities in broadcasting	On 4/22/22, Station hosted a visit from Seven Oaks Elementary School. Station provided music for the school’s fun run and Brand Manager answered questions about working in radio.
3	Participated in an event sponsored by educational institutions relating to career opportunities in broadcasting	On 4/1/22, Station hosted an event by PODER, (Protecting Our Dreams and Empowering Resilience) and the college student members of the Hispanic Cultural Center. Brand Manager did a presentation on working in radio.
4	Participated in an event sponsored by educational institutions relating to career opportunities in broadcasting	On 4/8/22, Market President, Senior Marketing Consultant & Sales Assistant hosted a marketing class at Skyview High School discussing the process of airing radio ads and shows finishing with a Q&A.
5	Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting	Brand Manager is an Advisory Board Member of VOCES Internship of Idaho and, during the reporting period, assisted in interviewing and selecting the recipients as well as placing broadcast students in newsrooms.
6	Participation in other activities designed to further the goal of disseminating information about broadcast opportunities to candidates	On 3/3/22, two of our Radio stations with a Radio-Host from each, our National Sales Director and Brand Manager joined a panel discussion of women in business and leadership sharing ideas about lessons they learned plus navigating challenges in the workplace.