



ANNUAL EEO PUBLIC FILE REPORT

6/1/15 - 5/31/16

*On-Air Talent - KSAS**RS used to fill Vacancy: #1-19*

| Recruitment Source | # Interviewed | Hired? |
|-------------------------------------|----------------------|---------------|
| Outside Referral | 3 | X |
| <i>No of Applicants Interviewed</i> | 3 | |

*On-Air Talent- KCIX**RS used to fill Vacancy: #1-19*

| Recruitment Source | # Interviewed | Hired? |
|-------------------------------------|----------------------|---------------|
| Jobvite | 1 | |
| Internal consideration | 1 | |
| Employee Referral | 1 | X |
| <i>No of Applicants Interviewed</i> | 3 | |

*On-Air Talent - KCIX**RS used to fill Vacancy: #1-20,25*

| Recruitment Source | # Interviewed | Hired? |
|-------------------------------------|----------------------|---------------|
| Employee Referral | 1 | X |
| <i>No of Applicants Interviewed</i> | 1 | |

*On-Air Talent - KAWO**RS used to fill Vacancy: #1-17,19*

| Recruitment Source | # Interviewed | Hired? |
|-------------------------------------|----------------------|---------------|
| Internal Promotion | 1 | X |
| <i>No of Applicants Interviewed</i> | 1 | |

*On-Air Talent - KAWO**RS used to fill Vacancy: #1-17,24*

| Recruitment Source | # Interviewed | Hired? |
|-------------------------------------|----------------------|---------------|
| Allaccess.com | 7 | X-2 |
| <i>No of Applicants Interviewed</i> | 7 | |

*Accountant/Business Manager**RS used to fill Vacancy: #18,19,20,23,25*

| Recruitment Source | # Interviewed | Hired? |
|-------------------------------------|----------------------|---------------|
| Jobvite.com | 1 | |
| LinkedIn | 1 | X |
| Employee Referral | 1 | |
| <i>No of Applicants Interviewed</i> | 3 | |



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*Outside Sales Representative / Account Executive /
 Digital Sales Executive*

RS used to fill Vacancy: #1-25

RS used to fill Vacancy: #1-25

| Recruitment Source | # Interviewed | Hired? |
|-------------------------------------|----------------------|---------------|
| Employee Referral | 6 | X |
| Townsquaremedia.com | 1 | X |
| Walk-In | 1 | X |
| Indeed.com | 1 | |
| Jobvite | 3 | |
| Third party Recruiter Referral | 1 | |
| Boisehelpwanted.com | 1 | |
| <i>No of Applicants Interviewed</i> | <i>14</i> | |

Digital Managing Editor

RS used to fill Vacancy: #1-25

| Recruitment Source | # Interviewed | Hired? |
|-------------------------------------|----------------------|---------------|
| Jobvite/Employee Referral | 1 | |
| Greenhouse | 3 | X |
| <i>No of Applicants Interviewed</i> | <i>4</i> | |

Engineer

RS used to fill Vacancy: #1-25

| Recruitment Source | # Interviewed | Hired? |
|-------------------------------------|----------------------|---------------|
| SBE | 2 | X |
| <i>No of Applicants Interviewed</i> | <i>2</i> | |

Production Director

RS used to fill Vacancy: #1-26

| Recruitment Source | # Interviewed | Hired? |
|-------------------------------------|----------------------|---------------|
| Employee Referral | 1 | X |
| Greenhouse | 2 | |
| <i>No of Applicants Interviewed</i> | <i>3</i> | |

Grand Total

41

Recruitment Sources Utilized During Reporting Period

| RS # | Recruitment Agency | Contact Person | Address | Phone | Fax | Email |
|------|--|--|--|------------------|--------------|--|
| 1 | BSU Career Center http://boisestate-csm.symplicity.com/temp | sharon.burford@pea kbroadcasting.com | 1910 University Drive Boise, ID 83725 | 208-426-1747 | 208-426-3437 | career@boisestate.edu |
| 2 | Adult Basic Education ESL at BSU | Theresa | 7848 N. Chelmsford Boise, ID 83713 | 208-938-5233 | 208-562-2185 | Kcoordero4@msn.com |
| 3 | Larry Selland College | Robert Shaver | | 208-426-1431 | 208-426-1029 | robertshaver@boisestate.edu |
| 4 | Idaho Commerce and Labor | Monica Nieto | 205 E. Watertower Ln. Meridian, ID 83642 | 208-364-7785x359 | 208-895-8441 | mnieto@cl.idaho.gov |
| 5 | Commission of Hispanic Affairs | Lymaris Blackmon | 5460 W. Franklin Rd. Boise, ID 83705 | 208-334-3776 | 208-334-3778 | lblackmon@icha.state.id.us |
| 6 | Diversity Works | Sam Byrd | 106 W. 43rd Street Garden City, ID 83714 | 208-344-9500 | 208-336-5327 | Sbyrd2@mindspring.com |
| 7 | Idaho Human Rights Center | | 801 S. Capital Blvd., Ste 102 Boise, ID 83702 | 208-345-0304 | 208-433-1221 | info@idaho-humanrights.org |
| 8 | Community Council of Idaho | Raquel Reyes | 317 Happy Day Rd. Caldwell, ID 83605 | 208-454-1652 | 208-459-0416 | rreyes@ccimail.org |
| 9 | Idaho Women's Network | Charlette | P.O. Box 1385 Boise, ID 83701 | 208-344-5738 | 208-344-7509 | info@idahowormsnetwork.org |
| 10 | ITT Technical Institute | Barbra Schafer | 12302 W. Exploer Dr. Boise, ID 83713 | 208-233-0173 | 208-322-0173 | bschafer@itt-tech.edu |
| 11 | Idaho Intern | www.idahointern.com | Mix106 Kcix-Fm / kcix | 208-343-3688 | 208-343-8475 | |
| 12 | NAACP Treasure Valley Branch | Mary Toy | P.O. Box 8436 Boise, ID 83707 | 208-395-8300x57 | 208-395-8333 | mtoy3@hotmail.com |
| 13 | National Alliance of State Broadcasters Association | Must be member and log in. | www.careerpage.org | | | |

| RS # | Recruitment Agency | Contact Person | Address | Phone | Fax | Email |
|------|---------------------|---|---|--------------|--------------|--|
| 14 | College of Idaho | Sara Crenshaw | 2112 Cleveland Blvd Caldwell, ID 83605 | 208-459-5011 | 208-459-5849 | screenshaw@collegeofidaho.edu |
| 15 | Boisehelpwanted.com | boisehelpwanted.com | One Civic Center Plaza Poughkeepsie, NY 12601 | | | |
| 16 | Goods Entertainment | Adam | Goodman | 800-867-9532 | 801-460-3100 | adam@goodsentertainment.com |
| 17 | Craigslist.org | http://craigslist.org | | | | |
| 18 | Jobvite | www.jobvite.com | | | | |
| 19 | Indeed.com | www.indeed.com | | | | |
| 20 | Simply Hired | www.simplyhired.com | | | | |
| 21 | Oodle | www.oodle.com | | | | |
| 22 | Glassdoor | www.glassdoor.com | | | | |
| 23 | Allaccess.com | http://allaccess.com | | | | |
| 24 | Greenhouse | http://www.greenhouse.io | GH posts to: SimplyHired, Indeed, Glassdoor, GitHub, Careers 2.0, Coroflot, dribbble, craigslist, RolePoint, entelo, Twitter, Facebook, & LinkedIn. | | | |
| 25 | LinkedIn | http://www.linkedin.com | | | | |

Outreach Initiative Record Keeping Worksheet

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| |
| Type of activity listed under Outreach Initiative worksheet: Idaho Job & Career Fair at the Riverside Hotel, Boise, Idaho. |
| |
| Date of station participation: Wednesday January 6, 2016 from 9AM - 5PM |
| |
| Participating employees: Monchai Pungaew, Holly Johnson, Ann Jacobs. |
| |
| Host/Sponsor of activity: Idaho Business League |
| |
| Brief description of activity and station participation: Employees participated in the event – met job seekers face-to-face in a professional atmosphere to take applications and resumes, interview and hire qualified candidates in a proficient manner. |

Outreach Initiative Record Keeping Worksheet

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| |
| Type of activity listed under Outreach Initiative worksheet: Establishment of Internship Program. |
| |
| Date of station participation: Monthly outreach from January 2016 – May 2016 with internship programs recently awarded to one student. |
| |
| Participating employees: Monchai Pungaew, Jennie Withers, Jordan Dawson |
| |
| Host/Sponsor of activity: Northwest Nazarene University, Townsquare Media Boise |
| |
| Brief description of activity and station participation: Student assisted with content creation and management on radio station websites in connection with Townsquare Media Boise. |

Outreach Initiative Record Keeping Worksheet

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| |
| Type of activity listed under Outreach Initiative worksheet: Establishment of Internship Program. |
| |
| Date of station participation: Monthly outreach from January 2016 – June 2016 with internship programs recently awarded to one student. |
| |
| Participating employees: Monchai Pungaew, Melissa Rogers. |
| |
| Host/Sponsor of activity: University of Montana, Townsquare Media Boise |
| |
| Brief description of activity and station participation: Student assisted with content creation and management on radio station websites in connection with Townsquare Media Boise. |

Outreach Initiative Record Keeping Worksheet

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| |
| Type of activity listed under Outreach Initiative worksheet: Establishment of Internship Program. |
| |
| Date of station participation: Monthly outreach from January 2016 – June 2016 with internship programs recently awarded to one student. |
| |
| Participating employees: Monchai Pungaew, Melissa Rogers. |
| |
| Host/Sponsor of activity: Boise State University, Townsquare Media Boise |
| |
| Brief description of activity and station participation: Student assisted with content creation and management on radio station websites in connection with Townsquare Media Boise. |

Outreach Initiative Record Keeping Worksheet

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| |
| Type of activity listed under Outreach Initiative worksheet: Pledge of Allegiance Also... Read Across America Day / Dr. Seuss |
| |
| Date of station participation: Pledge - 5 classes every week Dr. Seuss – March 2nd |
| |
| Participating employees: Rick Dunn and Carly Cash |
| |
| Host/Sponsor of activity: Rick and Carly / WOW 104.3 |
| |
| Brief description of activity and station participation: Pledge - Talking to kids about patriotism & recording them doing the pledge to play back on air. Dr Seuss – We read Dr Seuss stories to two different classes (Kindergarten & 1st) for 2 hours total. Speak about our experiences in radio and answer questions, as well. |

Outreach Initiative Record Keeping Worksheet

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| |
| Type of activity listed under Outreach Initiative worksheet: Elementary School Pledges |
| |
| Date of station participation: Once a week, every week (Jan 1 – April 20) |
| |
| Participating employees: Rick Dunn and Carly Cash |
| |
| Host/Sponsor of activity: Rick and Carly |
| |
| Brief description of activity and station participation: We visit 5 different elementary school classes each week (150 students), talk to them about the importance of the Pledge of Allegiance and why patriotism is important. We then record each class reciting the pledge and play them on the air. We also discuss our work at the radio station and answer questions. |

Outreach Initiative Record Keeping Worksheet

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| Station (s) Claiming Credit: All |
| |
| Type of activity listed under Outreach Initiative worksheet: Participation in Activities to Disseminate Broadcast Employment Information. |
| |
| Date of station participation: Ongoing throughout year |
| |
| Participating employees: Human Resources |
| |
| Host/Sponsor of activity: Townsquare Media Boise |
| |
| Brief description of activity and station participation: On-air advertising run on all stations seeking community organization help in referring qualified candidates to Townsquare Media. Community organizations who wish to receive notice of employment vacancies are instructed to contact Townsquare Media and/or the human resources department. |

Outreach Initiative Record Keeping Worksheet

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| |
| Type of activity listed under Outreach Initiative worksheet: Participation in Events/Programs Sponsored by Educational Institutions. |
| |
| Date of station participation: Every Thursday and Friday in the fall and spring for the schools and every Wednesday in the spring for the community efforts. |
| |
| Participating employees: Kevin Miller, Ray Amaya |
| |
| Host/Sponsor of activity: Cap Ed, Team Subaru, |
| |
| Brief description of activity and station participation: |
| |

Outreach Initiative Record Keeping Worksheet

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| |
| Type of activity listed under Outreach Initiative worksheet: Participation in Events/Programs Sponsored by Educational Institutions. |
| |
| Date of station participation: 4/27/16, 1pm |
| |
| Participating employees: Robin Scott |
| |
| Host/Sponsor of activity: Adv. Class Teacher, Rob Walker |
| |
| Brief description of activity and station participation: 6 participating groups each came up with a print ad, and :30 radio ad for their project (this year it was traveling to Africa). They discussed their print ad, and then I read their radio ad out loud, the teacher timed it, and I was able to give my feedback on how they did on their ad. Afterwards, I discussed aspects of being a production director in radio, and answered questions about advertising, radio in general, and being a DJ. |