

TOWNSQUARE LICENSE, LLC
EEO PUBLIC FILE REPORT
Casper Employment Unit
KTWO(AM) KKTL(AM) KTRS-FM KRVK(FM) KWYY(FM) KRNK(FM)
June 1, 2023 to May 31, 2024

Section 1. Vacancy List

Job Title	Date Filled	Public Recruitment Sources (RS) Used to Fill Vacancy	Number of Interviewees Referred by Each Source	RS Referring Hiree
Account Executive No. 1 & 2 (also known as a Marketing Consultant)	10/16/2023 1/2/2024	1, 2, 3, 4, 8	RS 1 - 2 <u>RS 6 - 1</u> Total: 3	1 (both hires)

Section 2. Recruitment Source List

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	www.townsquaremedia.com - career page (via Greenhouse)	N	2
2	Indeed.com (via Greenhouse) (Indeed.com also independently posts vacancy to Glassdoor.com)	N	0
3	LinkedIn (via Greenhouse)	N	0
4	Zip Recruiter (via Greenhouse)	N	0
5	Indeed.com (candidate sourced)	N	0
6	LinkedIn (candidate sourced)	N	1
7	Candidate Referral	N	0
8	Wyoming Broadcasters Virtual Job Fair	N	0
	TOTAL INTERVIEWS		3

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Section 3. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On August 29, 2023, Market President participated in an online training for Valuing Diversity provided by Trust Mineral. The purpose of the course is to help employers understand the concept of diversity and know how to recognize diversity issues that can lead to legal liability under anti-discrimination and harassment laws.
2	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On April 16, 2024, the Regional Vice President and Market President both participated in an internal compliance training provided by the legal and human resources departments of Townsquare. The training was approximately 1 hour in length and covered topics such as broad recruitment and FCC obligations and compliance. The training also covered areas of internal process to ensure compliance with the Company's EEO practices.
3	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	On October 19, 2023, Market President participated in the City of Casper's 2023 Business to Business Expo hosted by the Casper Area Chamber of Commerce and the Ford Wyoming Center. The MP provided employment and educational materials to potential job seekers.
4	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On November 9, 2023, the Market President, along with the station's on-air hosts and Director of Content gave a station tour to four groups of students from the Leadership Casper program, which offers a unique opportunity for emerging and established leaders to enhance their leadership skills, knowledge, and community participation.
5	Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	On April 17, 2024, Market President and Director of Sales completed an in-person one-day training offered by Casper College and presented by the Disney Institute. The 8-hour session on "Disney's Approach to Employee Engagement" explored how leaders can be more intentional about creating the organizational culture they desire through selection, training, communication, and care of their team. Objective for the training included, hiring people that are the right fit, adapting training strategies to ensure employees are confident in their roles, work culture, and more.
6	Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	On April 19, 2024, the Market President, Director of Sales, and an Account Executive all completed an in-person one-day training offered by Casper College and presented by the Disney Institute. The 8-hour session on "Disney's Approach to Quality Service" explored understanding customer

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		expectations and service standards. Objective for the training included, thinking differently, examining the customer experience, dispelling misconceptions, providing quality customer service, and more.
7	Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	On April 21, 2024, Market President and Director of Sales completed an in-person one-day training offered by Casper College and presented by the Disney Institute. The 8-hour session on “Disney’s Approach to Leadership Excellence” explored how leadership is more than just a title and discussed how one can create a framework of effective leadership practices for year to come. Objective for the training included, leadership strengths, self-awareness, business values, recruiting, hiring, training, and communication with employees, and leaving a positive legacy on your organization.
8	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On April 30, 2024, the Market President gave a lecture on marketing and the sales process to a class of students from the Principles of Marketing class at Casper College. The MP discussed prospecting new businesses, developing custom campaigns, reporting, and renewals.
9	Training program 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 (120 minutes each day, November 14, 2023 through November 17, 2024) which was designed by Townsquare to help train and advance the top 15% of Ignite sellers to the next level in their career.
10	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	From June 12, 2023 through June 16, 2023, Market President participated in the Wyoming Broadcasters Virtual Job Fair which focused on jobs available within the broadcast industry (broadcastersvirtualjobfair.com). The online fair produced approximately 1,576 job seekers in total.