

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Great Falls Employment Unit
KMON(AM), KMON-FM, KVVR(FM), KLFM(FM), KAAK(FM)
December 1, 2023 – November 30, 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
Brand Manager (Digital & Radio Content Leader - KLFM)	7/29/2024	1, 2, 3, 4	RS 1 – 1 RS 7 – 1 Total: 2	1

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	1
2	Indeed.com (via Greenhouse) (Indeed 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	0
7	Employee Referral	N	1
TOTAL INTERVIEWS			2

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Section 3. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	On April 24, 2024, Market President attended the Hiring Fair & Career Exploration event held at the Mansfield Convention Center. The event was open to all participants from any background who were looking to connect with potential employers, explore career opportunities, and network with industry experts.
2	Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Three Account Executives participated in a four-day “Top Gun” training program (120 minutes each day, which was designed by Townsquare to help train and advance the top 15% of Ignite sellers to the next level in their career. The first AE attended the training on May 14, 2024 through May 17, 2024. The second and third AE attended the June 11, 2024 through June 14, 2024 training.
3	Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	On September 12, 2024, the EU’s sales team attended the Montana Broadcasters Sales Clinic and Manning Awards held at the Delta Hotels by Marriott Colonial Helena. The program was set up for sales people and on-air personalities
4	Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	On October 24, 2024, On-Air Personality, Brand Manager, and Director of Content all participated in a Masterclass training hosted by Townsquare’s Regional Content Director and Senior Vice President of Content and Programming. The purpose of the course was to prepare individuals for growth in their career. What is required to move internally within the Company and how to feel more secure in your role. The training was set up to inspire employees to improve their skills and rethink their day-to-day process. Topics discussed included, Building your Brand, Contributing to the Company’s Goals, Job Security, Enhancing your Value, and Understanding the Current Landscape.
5	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On October 28, 2024, the Market President 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.