

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Wenatchee Employment Unit
KYSN(FM), KWWW-FM, KAPL-FM, KYSP(AM),
KKWN(FM), KWNC(AM), KPQ(AM), KPQ-FM
October 1, 2023 – September 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
Account Executive	3/4/2024	1, 2, 3, 4	<u>RS 2 – 1</u> Total: 1	2
Reporter	4/15/2024	1, 2, 3, 4	<u>RS 3 – 3</u> Total: 3	3

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	0
2	Indeed.com (via Greenhouse) (Indeed also independently posts vacancy to Glassdoor.com)	N	1
3	LinkedIn (via Greenhouse)	N	3
4	Zip Recruiter (via Greenhouse)	N	0
5	Indeed.com (candidate sourced)	N	0
6	LinkedIn (candidate sourced)	N	0
7	Employee Referral	N	0
TOTAL INTERVIEWS			4

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Section 3. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Two (2) Account Executives each 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 trainings took place on November 14, 2023 through November 17, 2023 and on March 19, 2024 through March 22, 2024, respectively.
2	Establishment of a mentoring program for station personnel	Beginning September 2023, and continuing for a period of twelve (12) months, a Marketing Consultant mentored a Board Operator with the goal of providing hands-on training to become a sports broadcaster for the company. The program, which was set up through the Sportscasters Mentoring Group, allowed the Board Operator to assist the Marketing Consultant with color commentating and play-by-play announcements for several local high school sports teams.
3	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On August 6, 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.