

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Williston Employment Unit
KEYZ-AM, KYYZ-FM, KTHC-FM
December 1, 2022 to November 30, 2023

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	1/23/2023	1, 2, 3, 4	RS 1 - 0 RS 2 - 1 RS 3 - 0 <u>RS 4 - 0</u> Total: 1	2
Account Executive No. 2	8/21/2023	1, 2, 3, 4	RS 1 - 0 RS 2 - 1 RS 3 - 0 RS 4 - 0 RS 5 - 1 <u>RS 6 - 0</u> Total: 2	5

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)	N	2
3	LinkedIn (via Greenhouse)	N	0
4	Zip Recruiter (via Greenhouse)	N	0
5	Indeed.com (candidate sourced)	N	1
6	LinkedIn (candidate sourced)	N	0
TOTAL INTERVIEWS			3

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 June 23, 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	Participation in Job Fair	On March 30, 2023, the EU sponsored the Semi-Annual Job Fair held at Williston State College, presented by Job

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		Service North Dakota-Williston from 3pm to 7pm. In addition, the Market President, Director of Content, and an Account Executive attended the event. The Director of Content produced a live broadcast, while the MP and AE handed out applications and information about Townsquare.
3	Participation in Job Fair	On September 14, 2023, the EU sponsored the Semi-Annual Job Fair held at Williston State College, presented by Job Service North Dakota-Williston from 3pm to 7pm. In addition, the Director of Content and several Account Executive attended the event. The Director of Content produced a live broadcast, while the AEs handed out applications and information about Townsquare.
4	Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities	On October 24, 2023, the Market President attended “Coffee and Conversation” presented by the Williston Chamber of Commerce. The event was held at the station. The EU’s MP gave a presentation of what Townsquare has to offer from broadcast and digital advertising opportunities.
5	Training programs 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 (90 minutes each day, 11/14/2023 through 11/17/2023) which was designed by Townsquare to help train and advance the top 15% of Ignite sellers to the next level in their career.