

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Missoula Employment Unit
KYSS-FM, KGVO(AM), KMPT(AM), KBAZ(FM),
KGGL(FM), KZOQ-FM, KGRZ(AM)
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
Account Executive No. 1	2/12/2024	1, 2, 3, 4	RS 8 – 1 <u>RS 3 – 2</u> Total: 3	3
Account Executive No. 2	6/10/2024	1, 2, 3, 4	<u>RS 1 – 1</u> Total: 1	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	2
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
8	Candidate Referral	N	1
TOTAL INTERVIEWS			4

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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 March 8, 2024, Market President participated in a job and intern fair at the University of Montana School of Journalism. During the job fair, the EU met with six (6) potential interns for their broadcast stations.
2	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The EU hosted a Programming Intern from the University of Montana. The intern, who was supervised by the Director of Digital & Radio Content, worked approximately 20 hours per week from mid-May 2024 to early August 2024 as part of the EU's summer internship program. During her internship, she contributed to the EU's websites as a part-time content creator, writing one article per day. She also had the opportunity to host a weekend show on Alternative Missoula for several weeks and helped the EU build up their stock photo library by photographing key locations around Missoula.
3	Participation in event sponsored by organizations representing groups present in the community interested in broadcast employment issues.	On May 20, 2024, the Operations Manager hosted an individual from Opportunity Resources, Inc. (ORI), a non-profit organization based in Missoula, MT, dedicated to providing services and support to individuals with disabilities. The organization offers a range of programs aimed at helping people live independently, participate fully in their community, and achieve personal goals.
4	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.