

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Odessa-Midland Employment Unit
KBAT(FM), KZBT(FM), KMND(AM), KODM(FM), KNFM(FM)
April 1, 2024 to March 31, 2025

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	7/15/2024	1, 2, 3, 4	RS 2 – 1 RS 7 – 1 Total: 2	7
On-Air Host	9/3/2024	1, 2, 3, 4	RS 1 – 9 RS 3 – 4 RS 6 – 3 Total: 16	1
Director of Digital & Radio Content	1/6/2025	1, 2, 3, 4	RS 1 – 3 RS 3 – 1 RS 6 – 1 Total: 5	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	12
2	Indeed.com (via Greenhouse) (Indeed also independently posts vacancy to Glassdoor.com)	N	1
3	LinkedIn (via Greenhouse)	N	5
4	Zip Recruiter (via Greenhouse)	N	0
5	Indeed.com (candidate sourced)	N	0
6	LinkedIn (candidate sourced)	N	4
7	Employee Referral	N	1
TOTAL INTERVIEWS			23

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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.	Account Executive participated in a four-day “Top Gun” training program (120 minutes each day, June 11, 2024 through June 14, 2024) which was designed by Townsquare to help train and advance the top 15% of Ignite sellers to the next level in their career.
2	Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	On October 24, 2024, an On-Air Host 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.