

**EEO PUBLIC FILE REPORT**  
**Townsquare Media of Evansville/Owensboro, Inc.**  
**WKDQ(FM), WDKS(FM), WGBF-FM, WJLT(FM), WGBF(AM),**  
**WOMI(AM), WBKR(FM)**  
**April 1, 2024 to March 31, 2025**

**Section 1. Vacancy List**

<b>Job Title</b>	<b>Date Filled</b>	<b>Public Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>Number of Interviewees Referred by Each Source</b>	<b>RS Referring Hiree</b>
On-Air Host/Digital Content Writer - WKDQ	4/1/2024	1, 2, 3, 4	<u>RS 2 – 1</u> Total: 1	2
Account Executive No. 1	5/14/2024	1, 2, 3, 4	RS 1 – 2 RS 2 – 1 RS 3 – 1 RS 6 – 1 <u>RS 7 – 1</u> Total: 6	3
Marketing Strategist	9/9/2024	1, 2, 3, 4	<u>RS 2 – 1</u> Total: 1	2
Account Executive No. 2	2/10/2025	1, 2, 3, 4	<u>RS 2 – 1</u> Total: 1	2

**Section 2. Recruitment Source List**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	<a href="http://www.townsquaremedia.com">www.townsquaremedia.com</a> - career page (via Greenhouse)	N	2
2	Indeed.com (via Greenhouse) (Indeed also independently posts vacancy to Glassdoor.com)	N	4
3	LinkedIn (via Greenhouse)	N	1
4	Zip Recruiter (via Greenhouse)	N	0
5	Indeed.com (candidate sourced)	N	0
6	LinkedIn (candidate sourced)	N	1
7	Employee Referral	N	1
8	Walk-In	N	0
<b>TOTAL INTERVIEWS</b>			<b>9</b>

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**Section 3. Recruitment Initiatives**

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
1	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On April 9, 2024, a Brand Manager was interviewed by a student from Wabash Valley College as part of a school project where they were documenting the history of the college, as well as promoting where an education in radio/tv from Wabash Valley College could take you. The Brand Manager was chosen specifically as she graduated from WVC. The project was celebrating the 50 <sup>th</sup> anniversary of the school's broadcast program.
2	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On April 19, 2024, a Brand Manager participated in a mock interview session with high school juniors from Evansville Day School as part of College Counseling event. The Brand Manager used a list of pre-made questions, but also gave interview questions related to radio/broadcasting to teach some of the uniqueness of careers in broadcasting.
3	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On May 3, 2024, a Brand Manager gave a tour of the EU's Evansville facility to a group of students from Wabash Valley College. The Brand Manager introduced the students to various members of staff who described their day-to-day in broadcasting, their background, and different job opportunities available in the world of radio broadcasting.
4	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On May 16, 2024, an 8 <sup>th</sup> grade student from Boonville Middle School shadowed a Brand Manager and On-Air Personality as part of a school project. The school project required students to research and demonstrate how STEM is applied and used in a business. The student had an interest in radio, so she chose to demonstrate STEM in radio broadcasting.
5	Participation in event sponsored by organizations representing groups present in the community interested in broadcast employment issues.	On May 16, 2024, the Director of Content (who also serves as a Brand Manager and On-Air Personality) participated on a panel promoting and building diversity and a community for all during the monthly meeting of the Leadership Owensboro group.
6	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On August 28, 2024, a Mater Dei High School student interested in radio broadcasting shadowed the EU for a day. The student spent time with the Brand Manager and various On-Air Personalities. He sat in on the WJLT-FM and WKDQ(FM) morning shows and had the opportunity to participate on-air.
7	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On September 25, 2024, the Market President spoke with a Management and Media class from the University of Southern Indiana about radio broadcasting. The MP shared her general duties with the class, talked about Townsquare, and shared the different career opportunities available within radio and how to best achieve them if interested in following that career path.

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8	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On November 21, 2024, a Brand Manager/On-Air Host spoke with approximately 140 students from ten (10) different high schools in the area as part of Wabash Valley College’s Media Day. The BM spoke with the students about obtaining her career in radio after graduating from WVC with a degree in Radio/TV.
9	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On January 23, 2025, a Brand Manager/On-Air Host spent approximately four (4) hours with a Radio/TV student from the Southern Indiana Career and Technical Center high school who will be attending the Radio/TV program at a local university after she graduates this Spring. The BM and student worked together to create station promos for the EU’s afternoon show. The student also attended a business meeting with the Director of Content.
10	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On January 28, 2025, the Director of Content (who also serves as a Brand Manager and On-Air Personality) participated on a panel for the Kentucky Wesleyan College’s student luncheon. The DOC, an alumnus of KWC, answered questions about his career path in communications.
11	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On February 11, 2025, two On-Air Hosts attended the Boonville Middle School’s annual career day. The Hosts spoke with students about their careers in radio broadcasting and spoke about the radio industry generally.
12	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On March 13, 2025, the Director of Content (who also serves as a Brand Manager and On-Air Personality) spoke with approximately 200 students from the area at the Owensboro Community and Technical College as part of the GRADD EmpowerU Youth Summit regarding his role in radio and how bettering himself and his skills has progressed his career.
13	Training to enable organizations to better refer job candidates for broadcast positions	An On-Air Host and Brand Manager/Engineer for the EU both participate as members of the advisory councils for two of the local schools in the area – Wabash Valley College and Evansville Vanderburgh School Corporation. Both institutions have programs for radio and TV and meet and have regular discussions and meetings with the advisory council on how to better improve the school’s programs. Each EU member has a direct influence on what is being taught to current students enrolled in the radio and TV programs.