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, 2025 to March 31, 2026
(Amended October 20, 2026)

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
Sales Assistant Nos. 1/2	4/1/2025	1, 2, 3, 4	RS 1 – 3 RS 2 – 7 Total: 10	1
	2/9/2026		RS 2 – 2 RS 3 – 1 RS 7 – 1 Total: 4	2
Account Executive Nos. 1/2/3/4/5	5/19/2025	1, 2, 3, 4	RS 1 – 1 RS 2 – 2 RS 3 – 1 Total: 4	1
	8/11/2025		RS 3 – 1 RS 7 – 1 Total: 2	3
	10/21/2025 & 11/5/2025		RS 1 – 2 RS 2 – 2 RS 7 – 1 RS 9 – 1 Total: 6	9, 1
	2/10/2026		RS 3 – 1 Total: 1	3
On-Air Host No. 1 (WKDQ)	9/29/2025	1, 2, 3, 4	RS 3 – 1 Total: 1	3
On-Air Host No. 1 (WJLT)	10/20/2025	1, 2, 3, 4	RS 1 – 1 Total: 1	1

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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	7
2	Indeed.com (via Greenhouse) (Indeed also independently posts vacancy to Glassdoor.com)	N	13
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	0
7	Employee Referral	N	3
8	Walk-In	N	0
9	Radio	N	1
	TOTAL INTERVIEWS		**29**

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Section 3. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Training to enable organizations to better refer job candidates for broadcast positions	On April 23, 2025, a Brand Manager participated in the Spring Advisory Council meeting for the Wabash Valley College Radio/TV Department. The participant joined other broadcast professionals in providing input on the skills and curriculum that would best prepare students for careers in today's broadcasting industry.
2	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	On May 6, 2025, an Account Executive and a Brand Manager participated in a job and career fair for Youth Resources' Teen Advisory Council. They spoke with approximately 100 high school students about career paths, shared their experience working in media, and answered questions about digital marketing, radio operations, community service, and advertising campaign development.
3	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On May 12, 2025, a morning on-air personality participated in Career Day at Sutton Elementary School. She spent approximately three hours speaking with K through 5 students about careers as a radio personality, content creator, and broadcaster.
4	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On May 12, 2025, the Digital Managing Editor and the Market Engineer hosted a career information visit and station tour for a participant from ARC of Evansville. They introduced the visitor to staff from multiple departments and explained how various roles connect to digital media and marketing within the broadcasting industry.
5	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	From September through December 2025, the Regional Digital Managing Editor, along with members of the on-air and promotions teams, supervised interns from Ivy Tech and the University of Evansville. The interns assisted with station events, supported digital content creation, and observed live morning show broadcasts to gain hands-on experience in event support, content production, and on-air operations.
6	Participation in event sponsored by organizations representing groups present in the community interested in broadcast employment issues.	On February 18, 2026, the Digital Managing Editor and a morning on-air personality hosted a career information visit and station tour for a participant from ARC of Evansville. During the visit, they introduced the visitor to staff across departments and discussed career opportunities in broadcasting that aligned with the visitor's interests and academic path. The Arc promotes and protects the human rights of people with intellectual and developmental disabilities and actively supports their full inclusion and participation in the community throughout their lifetimes.