EEO PUBLIC FILE REPORT
Townsquare Media of Flint, Inc.
WCRZ(FM), WWBN(FM), WRCL(FM), WQUS(FM)
June 1, 2025 to May 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
Account Executive	9/2/2026	1, 2, 3, 4	RS 2 – 1 RS 7 – 1 Total: 2	2

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) (Indeed also independently posts vacancy to Glassdoor.com)	N	1
3	LinkedIn (via Greenhouse)	N	0
4	Zip Recruiter (via Greenhouse)	N	0
5	Indeed.com (candidate sourced)	N	0
6	LinkedIn (candidate sourced)	N	0
7	Prior Employee	N	1
	TOTAL INTERVIEWS		**2**

Section 3. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The EU hosted two (2) student interns from Mott Community College during the fall semester, August 19/22, 2025 through December 12, 2025. The interns were managed by the Director of Content and worked primarily with the Programming Department, completing approximately 140 internship hours each. They spent time in the studio with the morning show, learned how to create radio imaging and commercials, lined up breaks for shows, took photos for local station content, and assisted with station events including the Cars 108 CMN Radiothon and the Free Beer and Hot Wings Holiday Break In.
2	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The EU hosted a student intern from Mott Community College during the spring semester from January 10, 2026 through May 5, 2026. The intern was managed by the Director of Content and worked primarily with the Programming Department, completing approximately 140 internship hours over roughly

		12 weeks. The intern spent time in the studio with the morning show, learned how to create radio imaging and commercials, lined up breaks for shows, took photos for local station content, assisted with scheduling projects, and helped create, produce, and place imaging for a station promotion.
3	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	On February 3, 2026, a Brand Manager/Morning Show Host participated in Lake Fenton High School's College & Career Day. The Host staffed a table at the event, spoke with students in grades 9 through 12 about careers in radio broadcasting, discussed how the industry has changed over time, and explained the digital side of the business. He also shared recommended areas of study, including media, marketing, and English, and discussed internship opportunities for college students whose coursework aligns with the station's business.