**EEO PUBLIC FILE REPORT**
**TOWNSQUARE LICENSE, LLC**
**Lansing Employment Unit**
**WITL-FM, WFMK(FM), WMMQ(FM), WJIM-FM, WJIM(AM), WVFN(AM)**
**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 No. 1 and 2 | 6/2/2025 | 1, 2, 3, 4 | RS 1 – 1<br>Total: 1 | 1 |
| | 4/6/2026 | | RS 3 – 2<br>Total: 2 | 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 | 1 |
| 2 | Indeed.com (via Greenhouse)<br>(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 |
| | **TOTAL INTERVIEWS** | | **3** |

## Section 3. Recruitment Initiatives

| | Type of Recruitment Initiative | Brief Description of Activity |
|---|---|---|
| 1 | Participation in event sponsored by organizations representing groups present in the community interested in broadcast employment issues. | On January 21, 2026, the EU hosted Michigan State University Rodeo students for a tour of the WITL-FM studio. The Director of Sales and station staff gave the students an overview of radio operations, showed them the studio, and provided a hands-on look at how commercials are voiced and produced. During the visit, one student recorded a commercial, and the group had the opportunity to shadow station staff and learn more about the broadcasting industry. |

| | | |
|---|---|---|
| 2 | Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting | On February 3, 2026, the Digital Solutions Manager hosted representatives from the Girl Scouts during a morning show visit. The visit gave the Girl Scouts a behind-the-scenes look at the station and the morning show, including how local radio content is created and how station staff engage with community organizations. |
| 3 | Participation in a job fair by station personnel with substantial responsibility for hiring decisions | On March 26, 2026, the Brand Manager and Director of Sales attended the 2026 MAB Foundation Media Career Fair. The event connected students and business-minded professionals with media companies, stations, and colleges to learn about careers and open positions in broadcasting, including on-air, sales, engineering, production, journalism, graphic design, and human resources. |
| 4 | Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions | On May 29, 2026, an Account Executive completed Simpli.fi's "Bullseye 101" training course on targeted advertising. Topics included geo-fencing, targeting tactics, ad budgets, among others. |
| 5 | Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting | On May 29, 2026, an Account Executive participated in a career day at Wilkshire Elementary School in Haslett, Michigan. The Account Executive spoke with students about careers in broadcasting, media sales, and local radio, including the skills and experience helpful for pursuing opportunities in the industry. |