

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Shelby Employment Unit
KSEN & KZIN-FM
December 1, 2023 – November 30, 2024

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
There were no vacancies filled during the reporting period.				

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	0
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	Employee Referral	N	0
TOTAL INTERVIEWS			0

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Section 3. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Participation in scholarship program designed to assist students interested in pursuing a career in broadcasting	The stations participated in the Montana Broadcasters Scholarship plan by making financial contributions and airing the MBA Scholarship announcements. In addition, the Market President reviewed and referred applications from the market's region during the time-period of February 2023-February 2024. The scholarships are offered to those students interested in the broadcasting and engineering fields. The scholarship is presented each spring at the University of Montana School of Journalism's award banquet and ultimately awarded to one of the University's outstanding juniors majoring in Broadcast Journalism.
2	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On October 21, 2024, the Market President participated in an internal compliance training provided by the legal and human resources departments of Townsquare. The training was approximately 1 hour in length and covered topics such as broad recruitment and FCC obligations and compliance. The training also covered areas of internal process to ensure compliance with the Company's EEO practices.