

Townsquare Media Tri-Cities License, LLC
KORD-FM/KEYW(FM)/KXRX(FM)/KOLW(FM)/KFLD(AM)
EEO PUBLIC FILE REPORT
October 1, 2017 – September 30, 2018

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title/Date Hired	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Sales account executive 12/20/17	2, 7	2
Sales account executive 12/27/17	2, 7	2
Sales account executive 4/10/18	2, 7	2
Sales account executive 4/30/18	2, 7	2
Receptionist 7/6/18	2, 7	2
Sales account executive 7/23/18	2, 7	5

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	Columbia Basin College Student Employment 2600 N 20 th Pasco, Wa 99301 Attn: Theo Dobey dlightfoot@columbiabasin.edu 547-0511 EXT 2224 F/546-0410	N	0
2	Greenhouse: Exports to: Facebook, Indeed, LinkedIn, Oodle, Monster, Glassdoor & Simply Hired. – Rachael Hudson, TSM Recruiting Manager - 980-208-1650	N	18
3	Work Source Columbia Basin 815 N Kellogg Suite D Kennewick, Wa 99336 734-5941/ fax734-5959	N	0
4	Walk in	N	3
5	Employee referral	N	2
6	AllAccess.com Posting	N	0
7	Townsquare Media Tri Cities Station websites KORD, KOLW, KXXRX, KFLD, KEYW	N	0
8	client Referral	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
TOTAL INTERVIEWEES OVER REPORTING PERIOD			23

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Established a mentor program	GM developing Station Manager/Operations Manager and Director of Sales to increase their knowledge and understanding of management for future advancement into upper management.
2	Established digital training program for on air and sales employees	Ongoing weekly training by Operations Manager of on air personalities on how to blog, use SEO to generate views, use social media to engage our audience. Weekly training by Director of Sales of sellers on all aspects of digital sales.
3	Continued mentor program	Business Manager developing assistant business manager's to increase knowledge and understanding of financial aspect and general functions for future advancement. Also expanding knowledge of all business staff of events, digital reconciliation to increase understanding for future advancement.