

Townsquare Media Tri-Cities License, LLC
KORD(FM)/KEYW(FM)/KXXRX(FM)/KOLW(FM)/KFLD(AM)
EEO PUBLIC FILE REPORT
October 1, 2018 – September 30, 2019

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
Market President 1/28/19	8-15	14
Director of Sales 4/10/19	8-15	15
Sales account executive 4/17/19	8-15	8
Sales account executive 5/13/19	8-15	8
Receptionist 11/12/18	6, 8-15	8
Sales account executive 7/23/18	8-15	15

Townsquare Media Tri-Cities License, LLC
KORD(FM)/KEYW(FM)/KXXRX(FM)/KOLW(FM)/KFLD(AM)
EEO PUBLIC FILE REPORT
October 1, 2018 – September 30, 2019

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	Work Source Columbia Basin 815 N Kellogg Suite D Kennewick, Wa 99336 734-5941/ fax734-5959	N	0
3	Walk in	N	0
4	Employee referral	N	1
5	AllAccess.com Posting	N	0
6	Townsquare Media Tri Cities Station websites KORD, KOLW, KXXRX, KFLD, KEYW	N	0
7	client Referral	N	0
8	Indeed.com (through Greenhouse) Rachael Hudson, TSM Recruiting Manager - 980-208-1650	N	17
9	LinkedIn (through Greenhouse) Rachael Hudson, TSM Recruiting Manager - 980-208-1650	N	3

Townsquare Media Tri-Cities License, LLC
KORD(FM)/KEYW(FM)/KXXRX(FM)/KOLW(FM)/KFLD(AM)
EEO PUBLIC FILE REPORT
October 1, 2018 – September 30, 2019

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Communities in School Future Fair at local school	DJ invited to speak at Westgate for a Future Fair. Present and answer questions regarding job details, skills and background and education needed as well as day to day info on the job duties. 03/2019
2	Established digital training program for on air and sales employees	Ongoing weekly meetings by Operations Manager with on air personalities on how to create better content, generate views, use social media to engage the audience, understanding of measured results of content.
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. The training program is designed to enable station personnel to acquire skills that could qualify them for higher level positions.