

Townsquare Media Tri-Cities License, LLC
KORD(FM)/KEYW(FM)/KXXRX(FM)/KOLW(FM)/KFLD(AM)
EEO PUBLIC FILE REPORT
October 1, 2019 – September 30, 2020

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 10/1/2019	8-12	11
Sales account executive 12/9/2019	8-12	12
Sales account executive 1/21/2020	8-12	8
Ignite account executive 3/2/2020	8-12	4
On air announcer 6/29/20	5, 8-12	5
Sales account executive 8/24/20	8-12	12

Townsquare Media Tri-Cities License, LLC
KORD(FM)/KEYW(FM)/KXRX(FM)/KOLW(FM)/KFLD(AM)
EEO PUBLIC FILE REPORT
October 1, 2019 – September 30, 2020

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	3
5	AllAccess.com Posting	N	2
6	Townsquare Media Tri Cities Station websites KORD, KOLW, KXRX, KFLD, KEYW	N	0
7	client Referral	N	0
8	Indeed.com (through Greenhouse)	N	6
9	LinkedIn.com (through Greenhouse)	N	0
10	Glassdoor.com (through Greenhouse)	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
11	Townsquare Media Careers, https://www.townsquaremedia.com/careers , (through Greenhouse)	N	3
12	Recruiting (thru Greenhouse) Rachel Hudson, TSM Recruiting Manager -980-208-1650	N	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			16

Townsquare Media Tri-Cities License, LLC
KORD(FM)/KEYW(FM)/KXRX(FM)/KOLW(FM)/KFLD(AM)
EEO PUBLIC FILE REPORT
October 1, 2019 – September 30, 2020

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Established digital training program for on air and sales employees	Ongoing 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. The training program is designed to enable station personnel to acquire skills that could qualify them for higher level positions.
2	Continued mentor program	Business Manager developing assistant business manager and admin assistant to increase knowledge and understanding of financial aspect and general functions for future advancement. Also expanding knowledge of all business to view how the different tasks work as a whole from the start to finish of financial closing. Reviews monthly with staff of orders, payments, invoices, billing, digital reconciliation and any events to increase understanding of for future advancement.