

**Townsquare License, LLC  
Tri-Cities Employment Unit  
KORD-FM/KEYW(FM)/KXRX(FM)/KOLW(FM)/KFLD(AM)  
EEO PUBLIC FILE REPORT  
October 1, 2020 – September 30, 2021**

**I. VACANCY LIST**

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

<b>Job Title/Date Hired</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1,2,4,5	1
Account Executive	1,2,4,5	1
Account Executive	1,2,4,5	1
Account Executive	1,2,4,5	1
Account Executive	1,2,4,5	3

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
1	Indeed.com (via Greenhouse)	N	9
2	Station webpage (via Greenhouse)	N	0
3	Referral	N	5
4	LinkedIn (via Greenhouse)	N	0
5	Glassdoor (via Greenhouse)	N	0
6	Tri-Cities Journal of Business	N	0
7	Townsquare Media Careers, <a href="https://www.townsquaremedia.com/careers">https://www.townsquaremedia.com/careers</a> (via Greenhouse)	N	3
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			17

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	The Market President participated in this webinar for training on FCC EEO obligations on January 13, 2021.
2	Participation in Job Fair	The Market President attended a virtual job fair hosted by Whitworth University on 9/16/21.
3	Training program to enable station personnel to acquire skills that could qualify them for higher level positions	The unit established a digital training program for on air and sales employees. The Operations Manager meets 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.
4	Internship program for members of the community to acquire skills needed for broadcast employment	The stations hosted several students from Tri Tech Skills Center’s broadcast program for paid internships. These students assisted with board operations during sports programs several hours per week.