

**Townsquare License, LLC  
 Tri-Cities Employment Unit  
 KORD-FM/KEYW(FM)/KXRX(FM)/KFLD(AM)/  
 KOLW(FM)/KONA(AM)/KONA-FM/KZHR(FM)  
 EEO PUBLIC FILE REPORT  
 October 1, 2021 – September 30, 2022\***

**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, 4, 7  | 1                         |
| Admin Support               | 1, 4, 7  | 1                         |
| Market President            | Exigent circumstances                                  | Exigent circumstances     |

\*KOLW(FM) was assigned from Townsquare License, LLC (Townsquare) to the Tri Cities Divestiture Trust on 6/17/2022. Townsquare acquired KONA(AM) and KONA-FM on 6/17/2022 and KZHR on 7/19/2022.

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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  | 4   |
| 2   | Station webpage   | N  | 0   |
| 3   | Referral  | N  | 1   |
| 4   | LinkedIn (via Greenhouse)   | N  | 3   |
| 5   | Glassdoor (via Greenhouse)  | N  | 0   |
| 6   | Tri-Cities Journal of Business  | N  | 0   |
| 7   | Townsquare Media Careers,<br><a href="https://www.townsquaremedia.com/careers">https://www.townsquaremedia.com/careers</a> (via Greenhouse) | N  | 0   |
| 8   | Facebook sourcing   | N  | 1   |
| <b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b> |   |  | <b>9</b>  |

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**III. RECRUITMENT INITIATIVES**

|   | <b>TYPE OF RECRUITMENT INITIATIVE<br/>(MENU SELECTION)</b>  | <b>BRIEF DESCRIPTION OF ACTIVITY</b>   |
|---|---|--|
| 1 | Internship program designed to assist 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 from 06/21/22-07/1/22. Director of Content, Brand Manager, and On-Air Co-Host were involved in the program. |
| 2 | Training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination | Market President completed Center for Sales Strategy training from 04/11/22-06/21/22, which included a full session on EEO requirements – broad recruitment, hiring, posting vacancies, equal opportunity, discrimination, etc.  |
| 3 |   |  |
| 4 |   |  |