

EEO PUBLIC FILE REPORT

Townsquare License, LLC

Bozeman Employment Unit

KMMS(AM), KMMS-FM, KISN-FM, KXLB-FM, KZMY-FM*

*Townsquare also programs KPRK(AM), Livingston, MT, pursuant to a local marketing agreement

December 1, 2022 to November 30, 2023

Section 1. Vacancy List

Job Title	Date Filled	Public Recruitment Sources (RS) Used to Fill Vacancy	Number of Interviewees Referred by Each Source	RS Referring Hiree
Account Executive (2)	1/3/2023, 2/6/2023	1, 2, 3, 4	RS 1 - 2 RS 2 - 6 RS 3 - 19 RS 4 - 0 RS 6 - 1 <u>RS 7 - 0</u> Total: 28	3
Account Executive No. 3	4/24/2023	1, 2, 3, 4	RS 1 - 0 RS 2 - 1 RS 3 - 3 <u>RS 4 - 0</u> Total: 4	3

Section 2. Recruitment Source List

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	www.townsquaremedia.com - career page (via Greenhouse)	N	2
2	Indeed.com (via Greenhouse)	N	7
3	LinkedIn (via Greenhouse)	N	22
4	Zip Recruiter (via Greenhouse)	N	0
5	Indeed.com (candidate sourced)	N	0
6	LinkedIn (candidate sourced)	N	1
7	Employee Referral	N	0
TOTAL INTERVIEWS			32

Section 3. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On July 5, 2023, Market President participated in an online training for Valuing Diversity provided by Trust Mineral. The purpose of the course is to help employers understand the concept of diversity and know how to recognize diversity issues that can lead to legal liability under anti-

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		discrimination and harassment laws.
2	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On March 1, 2023, the EU's Director of Sales participated in the "Meet the Business Recruiters" event hosted by and held at the Montana State University. This meet and greet style job fair allowed businesses to meet and informally interview potential job candidates from MSU's business school that were graduating in May. The DOS discussed with student's different career opportunities within Townsquare.
3	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On August 25, 2023, the EU's Market President participated in Catapalooza, an event sponsored by Montana State University which allows students (new and returning) the opportunity to meet with area businesses. The MP met with many students attending the event to discuss both full time and part-time opportunities, as well as possible internships. The MP handed out information about Townsquare to the students.