

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Duluth Employment Unit
KBMX(FM), KKCB(FM), KLDJ(FM), WEBC(AM), WWPE-FM
December 1, 2023 – November 30, 2024

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	5/1/2024	1, 2, 3, 4	<u>RS 2 – 1</u> Total: 1	2

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	0
2	Indeed.com (via Greenhouse) (Indeed also independently posts vacancy to Glassdoor.com)	N	1
3	LinkedIn (via Greenhouse)	N	0
4	Zip Recruiter (via Greenhouse)	N	0
5	Indeed.com (candidate sourced)	N	0
6	LinkedIn (candidate sourced)	N	0
7	Employee Referral	N	0
TOTAL INTERVIEWS			1

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Section 3. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	On February 8, 2024, Market President and Director of Sales participated in the Hermantown Chamber Job Fair & Business Showcase. The EU not only attended the job fair, but they promoted the event on all the market’s broadcast stations.
2	Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Account Executive participated in a four-day “Top Gun” training program (120 minutes each day, 6/11/2024 through 6/14/2024) which was designed by Townsquare to help train and advance the top 15% of Ignite sellers to the next level in their career.
3	Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	On October 24, 2024, a Brand Manager participated in a Masterclass training hosted by Townsquare’s Regional Content Director and Senior Vice President of Content and Programming. The purpose of the course was to prepare individuals for growth in their career. What is required to move internally within the Company and how to feel more secure in your role. The training was set up to inspire employees to improve their skills and rethink their day-to-day process. Topics discussed included, Building your Brand, Contributing to the Company’s Goals, Job Security, Enhancing your Value, and Understanding the Current Landscape.
4	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On October 22, 2024, the Market President and Director of Sales both participated in an internal compliance training provided by the legal and human resources departments of Townsquare. The training was approximately 1 hour in length and covered topics such as broad recruitment and FCC obligations and compliance. The training also covered areas of internal process to ensure compliance with the Company’s EEO practices.