

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Wichita Falls Employment Unit
KNIN-FM, KBZS(FM), KWFS-FM, KWFS(AM)
April 1, 2023 to March 31, 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 Executives No. 1 & 2	8/15/2023 1/8/2024	1, 2, 3, 4, 5	RS 1 - 1 RS 2 - 1 RS 3 - 0 RS 4 - 0 RS 5 - 0 RS 6 - 2 <u>RS 7 - 1</u> Total: 5	6, 1

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

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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 6, 2023, the then current 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-discrimination and harassment laws.
2	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On February 6, 2024 and February 7, 2024, respectively, the new/current Market President and Regional Vice President 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.
3	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	On November 9, 2023, the Market President participated in the Hiring Red, White, & You Job Fair hosted by the Workforce Solutions of North Texas. The event gives priority to veterans, veteran spouses, retired, and active-duty military members for the first hour of the fair and then opens to the public.
4	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	On March 7, 2024, the Market President participated in Cameron University's 2023 Red River Career Expo held from 3-6pm at the Cameron university Aggie Rec Center in Lawton, OK.