

TOWNSQUARE LICENSE, LLC
Victoria Employment Unit
KIXS(FM), KLUB(FM), KQVT(FM)*

*Townsquare has received FCC consent to acquire KTXN-FM, Victoria, TX, via a transaction that has not yet been consummated. In the meantime, Townsquare programs the station pursuant to a local marketing agreement.

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 Executive No. 1	4/17/2023	1, 2, 3, 4, 5	RS 1 - 0 RS 2 - 2 RS 3 - 0 RS 4 - 0 <u>RS 5 - 0</u> Total: 2	2
Account Executive No. 2	11/6/2023	1, 2, 3, 4, 5	RS 1 - 0 RS 2 - 0 RS 3 - 0 RS 4 - 0 RS 5 - 0 RS 6 - 0 RS 7 - 0 RS 8 - 0 <u>RS 9 - 1</u> Total: 1	9
Director of Content	1/15/2024	1, 2, 3, 4, 5	RS 1 - 1 RS 2 - 0 RS 3 - 0 RS 4 - 0 RS 5 - 0 RS 7 - 1 RS 8 - 0 <u>RS 10 - 1</u> Total: 3	10

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

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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 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-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 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	Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	On February 6, 2024, two (2) Account Executives completed the Sales Accelerator course through the Center for Sales Strategy. The online course includes over 40 learning modules that are completed over 4.5 hours. The course and various modules cover the six-step sales process which helps build an effective, tailored solution, while moving fast enough to achieve acceleration to close the sale. Sales people learn to identify the best accounts, connect with them quickly, discover their desired business results, and advise them on a solution that will deliver measurable results. Sellers speed up the sale by removing surprises, and grow the business by selling success and delivering on their promises. The modules also covered the New Hire Fast Track, which includes a new seller coaching to quickly put the Sales Accelerator principles into practice.