

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Amarillo Employment Unit
KATP(FM), KMXJ-FM, KPRF(FM), KXSS-FM, KIXZ(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 Executive No. 1	6/19/2023	1, 2, 3, 4, 5	RS 1 - 0 RS 2 - 2 RS 3 - 1 RS 4 - 0 RS 5 - 0 RS 6 - 0 <u>RS 7 - 0</u> Total: 3	3
Account Executive No. 2	1/2/2024	1, 2, 3, 4, 5	RS 1 - 0 RS 2 - 2 RS 3 - 1 RS 4 - 0 RS 5 - 0 RS 6 - 0 RS 7 - 0 <u>RS 8 - 1</u> Total: 4	2
Local Sales Manager	1/3/2024	1, 2, 3, 4, 5	RS 1 - 1 RS 2 - 0 RS 3 - 0 RS 4 - 0 <u>RS 5 - 0</u> Total: 1	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	4
3	LinkedIn (via Greenhouse)	N	2
4	Zip Recruiter (via Greenhouse)	N	0
5	Glassdoor.com	N	0
6	Indeed.com (candidate sourced)	N	0
7	LinkedIn (candidate sourced)	N	0
8	Employee Referral	N	1
TOTAL INTERVIEWS			8

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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 13, 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 7, 2024, the Regional Vice President, along with the Local Sales Manager, 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 April 11, 2023, the Director of Content, who has significant influence over hiring in the market, along with an Account Executive, participated in the semi-annual Spring job fair with Workforce Solutions Panhandle. At least eighty different employers attended the fair, which was open to all job seekers. The market was also a media partner for the event.
4	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	On October 10, 2023, the Market President, Director of Content, and an Account Executive, participated in the semi-annual Fall job fair with Workforce Solutions Panhandle. At least eighty different employers attended the fair, which was open to all job seekers. The market was also a media partner for the event.
6	Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	On February 5, 2024, an Account Executive completed the online course, "Growth of the Sales Accelerator Series" which is offered through the Center for Sales Strategy. The course talks about how to implement sales solutions, delivering and discussing results, and discovering the next assignment.