

**EEO PUBLIC FILE REPORT**  
**Townsquare License, LLC**  
**Lawton Employment Unit**  
**KLAW(FM), KVRW(FM), KZCD(FM)**  
**February 1, 2024 to January 31, 2025**

**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
On-Air Host/Digital Content Writer - KVRW	4/1/2024	1, 2, 3, 4	<u>RS 7 – 1</u> Total: 1	7
Account Executive	7/29/2024	1, 2, 3, 4	RS 1 – 2 RS 2 – 1 RS 3 – 1 RS 6 – 2 <u>RS 7 – 1</u> Total: 7	7

**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	<a href="http://www.townsquaremedia.com">www.townsquaremedia.com</a> - career page (via Greenhouse)	N	2
2	Indeed.com (via Greenhouse) (Indeed also independently posts vacancy to Glassdoor.com)	N	1
3	LinkedIn (via Greenhouse)	N	1
4	Zip Recruiter (via Greenhouse)	N	0
5	Indeed.com (candidate sourced)	N	0
6	LinkedIn (candidate sourced)	N	2
7	Employee Referral	N	2
<b>TOTAL INTERVIEWS</b>			<b>8</b>

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**Section 3. Recruitment Initiatives**

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
1	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On October 24, 2024, an On-Air Host/Digital Content Writer 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.
2	Participation in a job fair by station personnel with substantial responsibility for hiring decisions.	On March 7, 2024, the Market President participated in the Red River Career Expo at Cameon University. The Red River Career Expo offers residents of southwest Oklahoma the opportunity to explore employment opportunities. The event took place from 3-6pm at the Aggie Rec Center located on campus.