

**EEO PUBLIC FILE REPORT**  
**Townsquare License, LLC**  
**Texarkana Employment Unit**  
**KKYR-FM, KPWW, KYGL, KMJI**  
**February 1, 2024 to January 31, 2025**

**Section 1. Vacancy List**

<b>Job Title</b>	<b>Date Filled</b>	<b>Public Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>Number of Interviewees Referred by Each Source</b>	<b>RS Referring Hiree</b>
Account Executive	7/1/2024	1, 2, 3, 4	RS 1 – 2 RS 2 – 4 <u>RS 3 – 3</u> Total: 9	2

**Section 2. Recruitment Source List**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
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	4
3	LinkedIn (via Greenhouse)	N	3
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
<b>TOTAL INTERVIEWS</b>			<b>9</b>

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**Section 3. Recruitment Initiatives**

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
1	Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities	On February 17, 2024, the Director of Sales participated in the Louisiana Association of Broadcasters Student Career Workshop and Job Fair. The fair was a five-hour event from 8am to 1pm held at the Grambling State University Black and Gold Room, held in conjunction with the LAB's annual Student Career Workshop. Each company's participation included advance promotion of the career fair on their respective stations and other distribution channels, interaction with career fair attendees, and in some cases on the spot interviews.
2	Training program 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, May 14, 2024 through May 17, 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 to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On May 21, 2024, the Director of Sales completed a Webinar presented by the Arkansas Broadcasters Association with presenters from Fletcher, Heald & Hildreth. The webinar included a comprehensive discussion regarding Equal Employment Opportunity and best practices to comply with the FCC's EEO regulations.