

**TOWNSQUARE LICENSE, LLC  
HANNIBAL-QUINCY EMPLOYMENT UNIT  
KICK-FM, KRRY(FM), WLIQ(AM), KHMO(AM)**

**EEO PUBLIC FILE REPORT  
August 1, 2023 – July 31, 2024**

**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	11/7/2023	1, 2, 3, 4	RS 2 - 1 Total: 1	2
Digital & Radio Content Leader – KICK-FM	7/29/2024	1, 2, 3, 4	RS 1 - 1 Total: 1	1

**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	1
2	Indeed.com (via Greenhouse) (Indeed also independently posts vacancy to Glassdoor.com)	N	1
3	LinkedIn (via Greenhouse)	N	0
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>2</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 April 16, 2024, the 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.
2	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	On October 12, 2023, KICK-FM participated in the Hannibal Area Job Fair sponsored by the Missouri Job Center and Missouri Office of Workforce Development Services. The fair was held from 12pm-3pm at the Admiral Coontz Recreation Center.
3	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	On April 11, 2024, KICK-FM participated in the Hannibal Area Fall Job Fair sponsored by the Missouri Job Center and Missouri Office of Workforce Development Services. The fair was held from 12pm-3pm at the Admiral Coontz Recreation Center.