

EEO PUBLIC FILE REPORT
Townsquare Media of Fort Collins, Inc.
Fort Collins Employment Unit
KUAD-FM, KTRR(FM), KMAX-FM, KKPL(FM)
December 1, 2023 – November 30, 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 Nos. 1 & 2	1/2/2024 1/15/2024	1, 2, 3, 4	RS 1 – 1 RS 2 – 1 <u>RS 3 – 2</u> Total: 4	1, 3
Account Executive No. 3	5/13/2024	1, 2, 3, 4	RS 3 – 1 <u>RS 6 – 1</u> Total: 2	3

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) (Indeed also independently posts vacancy to Glassdoor.com)	N	1
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	1
7	Employee Referral	N	0
TOTAL INTERVIEWS			6

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Section 3. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	On October 24, 2024, a Brand Manager 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	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On October 28, 2024, the Market 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 to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	Market President participated in a Talent Focused Management Experience Training from October 1, 2024 through October 3, 2024. The training was hosted by the Center for Sales Strategy. The training is a live, virtual workshop that includes a talent management simulation to help participants think through the situations faced in Recruitment, Selection, Development, and Engagement. The training is delivered over three consecutive days, meeting for two virtual sessions each day for 2-hours. All participants are required to commit to all six sessions offered.
4	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	A broadcast student at Aims Community College shadowed the EU’s Director of Content on September 24, 2024. The student was interested in seeing how broadcast stations operate and was required to visit a station as part of his class at school.
5	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On October 1, 2024, a group of eight (8) radio programming and production students from Aims Community College came in for a tour of the station. The Director of Content gave the tour and answered the students’ questions on the day-to-day aspects of broadcast radio and production.