

**EEO PUBLIC FILE REPORT**  
**Townsquare License, LLC**  
**Bismarck Employment Unit**  
**KACL(FM), KBYZ(FM), KKCT(FM), KLXX(AM), KUSB(FM)**  
**December 1, 2023 – November 30, 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	7/1/2024	1, 2, 3, 4	RS 2 – 2 RS 3 – 1 RS 7 – 2 <u>RS 8 – 1</u> Total: 6	7

**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	0
2	Indeed.com (via Greenhouse) (Indeed also independently posts vacancy to Glassdoor.com)	N	2
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	0
7	Employee Referral	N	2
8	Radio Ads	N	1
<b>TOTAL INTERVIEWS</b>			<b>6</b>

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**Section 3. Recruitment Initiatives**

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
1	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	On April 3, 2024, an Account Executive and On-Air Personality attended a job fair at the United Tribes Technical College. The Townsquare representatives spoke with students about potential career opportunities at Townsquare and the requirements needed to begin their career in broadcasting and media.
2	Training programs 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, June 11, 2024 through June 14, 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	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On October 21, 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.