

**TOWNSQUARE LICENSE, LLC**  
**Grand Junction Employment Unit**  
**KEKB(FM), KBKL(FM), KMXV(FM), KKNN(FM), KEXO(AM)**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2021 – November 30, 2022**

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	2,5,6,7	1
Account Executive	2,5,6,7	1
Account Executive	2,5,6,7	5
Account Executive	2,5,6,7	1

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Indeed.com talent sourcing	No	7
2	LinkedIn (via Greenhouse)	No	12
3	Referral (Employee)	No	0
4	ZipRecruiter	No	0
5	Townsquare Media Careers website	No	5
6	Indeed.com posting (via Greenhouse)	No	9
7	Career Diversity Job Fair	No	0
8			
9			
10			
11			
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			33

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions	On February 18, 2022, this SEU participated in the City Career and Diversity Job Fair. The stations promoted the job fair through on-air and online announcements. Market President, CRO & CCO participated in the event.
2	Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions	On August 5, 2022, this SEU participated in the City Career and Diversity Job Fair. The stations promoted the job fair through on-air and online announcements. Market President, CRO & CCO participated in the event.
3	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	This SEU has an internship program set up with Colorado Mesa University but unfortunately did not host any interns during the reporting period due to COVID.
4	Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions	On October 21, 2022, this SEU participated in the City Career and Diversity Job Fair. The stations promoted the job fair through on-air and online announcements. Market President, CRO & CCO participated in the event.
5	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	An intense, higher level Townsquare University course was created specifically for our Content Team, which the Grand Junction Content Contributors participated in from May 9 to May 16, 2022. The course covered skills specifically for improving and building upon their content creation, which could eventually lead to higher level positions within the company.
6	Establishment of a mentoring program for station personnel	The Grand Junction Director of Content mentored and trained one of our On-Air Hosts on how to program a station. This lasted several months (from January 3 to March 1, 2022) with extensive teaching, coaching, and shadowing.