

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Grand Junction Employment Unit
KEKB(FM), KBKL(FM), KMXY(FM), KKNN(FM), KEXO(AM)
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 No. 1	1/1/2024	1, 2, 3, 4	<u>RS 2 – 2</u> Total: 2	2
Account Executive No. 2	10/7/2024	1, 2, 3, 4	RS 1 – 1 RS 3 – 1 <u>RS 7 – 1</u> Total: 3	1

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	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	1
TOTAL INTERVIEWS			5

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Section 3. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Participation in event sponsored by organizations representing groups present in the community interested in broadcast employment issues.	On January 9, 2024, the EU hosted a group of adults from the day program at A Better Life Experience, Inc. BLE is a program for adults with developmental disabilities. The Market President met with the group, along with their Program Support Specialist, giving them a full tour of the station and explaining the day-to-day of working in radio.
2	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	The Colorado Rural Workforce Consortium, a division of the Colorado Department of Labor and Employment, together with Colorado Mesa University, hosted a career fair and festival on August 7, 2024. The EU’s Market President participated in the fair.
3	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 October 4, 2024, Market President met with the Colorado Workforce Center to discuss the broadcast industry and the different employment opportunities available within Townsquare. They discussed current and future vacancies, potential for movement within the company, and what is required to be successful at Townsquare. The CWC, which is apart of the Department of Labor and Employment, is a division that provides a variety of free services to assist employers and job seekers alike.
4	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.
5	Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	On October 24, 2024, a Regional Digital Managing Editor 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.
6	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On October 22, 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.