

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Billings Employment Unit
KCTR-FM, KMHK(FM), KKBR(FM), KCHH(FM), KBUL(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
Director of Sales	4/8/2024	1, 2, 3, 4	<u>RS 2 – 1</u> Total: 1	2
Account Executive No. 1	8/19/2024	1, 2, 3, 4	RS 1 – 1 <u>RS 3 – 1</u> Total: 2	1
Account Executive No. 2	11/4/2024	1, 2, 3, 4	<u>RS 7 - 1</u> Total: 1	7

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	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			4

Section 3. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	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.