

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Boise Employment Unit
KCIX(FM), KXLT(FM), KIDO(AM), KAWO(FM), KSAS(FM), KFXD(AM)
June 1, 2023 to May 31, 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 Executives No. 1-3	9/19/2023 10/23/2023 11/13/2023	1, 2, 3, 4	RS 2 - 2 RS 5 - 3 RS 6 - 5 <u>RS 7 - 1</u> Total: 11	5, 5, 7
Account Executives No. 4-5	2/19/2024 4/15/2024	1, 2, 3, 4	RS 1 - 1 RS 2 - 1 <u>RS 7 - 1</u> Total: 3	1, 7
Promotions Director (aka "Promotions Manager")	6/16/2023	1, 2, 3, 4	RS 2 - 1 <u>RS 3 - 1</u> Total: 2	2

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	4
3	LinkedIn (via Greenhouse)	N	1
4	Zip Recruiter (via Greenhouse)	N	0
5	Indeed.com (candidate sourced)	N	3
6	LinkedIn (candidate sourced)	N	5
7	Employee Referral	N	2
TOTAL INTERVIEWS			16

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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 April 16 th and April 17, 2024, the Regional Vice President and Market President, respectively, 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.
2	Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Two Account Executives participated in a four-day “Top Gun” training program (120 minutes each day, November 14, 2023 through November 17, 2023) which was designed by Townsquare to help train and advance the top 15% of Ignite sellers to the next level in their career.