

**EEO PUBLIC FILE REPORT
TOWNSQUARE LICENSE, LLC
Lansing Employment Unit
WITL-FM, WFMK(FM), WMMQ(FM), WJIM-FM, WJIM(AM), WVFN(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 Executive	8/21/2023	1, 2, 3, 4	<u>RS 1 - 1</u> Total: 1	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	0
3	LinkedIn (via Greenhouse)	N	0
4	Zip Recruiter (via Greenhouse)	N	0
5	Indeed.com (candidate sourced)	N	0
6	LinkedIn (candidate sourced)	N	0
7	Employee Referral	N	0
TOTAL INTERVIEWS			1

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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 August 29, 2023, Market President participated in an online training for Valuing Diversity provided by Trust Mineral. The purpose of the course is to help employers understand the concept of diversity and know how to recognize diversity issues that can lead to legal liability under anti-discrimination and harassment laws.
2	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On April 16, 2024, the Regional Vice President and Market President both 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.
3	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) which was designed by Townsquare to help train and advance the top 15% of Ignite sellers to the next level in their career. The first AE participated November 14, 2023 through November 17, 2023. The second AE participated March 29, 2024 through March 22, 2024.
4	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	On March 18, 2024, the Market President and Director of Sales participated in the 2024 MAB Foundation Media Career Fair during the Michigan Student Broadcast Awards at the Crowne Plaza in Lansing. Over 300 students and job seekers registered to attend the event.
5	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On February 16, 2024, the Market President gave a studio tour to a student from the Junior Michigan State University who was interested in learning more about the radio side of communications.