

**EEO PUBLIC FILE REPORT**  
**Townsquare License, LLC**  
**Rockford Employment Unit**  
**WZOK(FM) WXXQ(FM) WKGL-FM- WROK(AM)**  
**August 1, 2023 – July 31, 2024**

**Section 1. Vacancy List**

<b>Job Title</b>	<b>Date Filled</b>	<b>Public Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>Number of Interviewees Referred by Each Source</b>	<b>RS Referring Hiree</b>
Account Executive No. 1	9/19/2023	1, 2, 3, 4	<u>RS 1 - 1</u> Total: 1	1
Market President	4/15/2024	1, 2, 3, 4	RS 1 - 6 <u>RS 6 - 2</u> Total: 8	1
Account Executive No. 2	7/15/2024	1, 2, 3, 4	<u>RS 1 - 1</u> Total: 1	1
Local Account Manager	7/29/2024	1, 2, 3, 4	<u>RS 2 - 2</u> Total: 2	2

**Section 2. Recruitment Source List**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	<a href="http://www.townsquaremedia.com">www.townsquaremedia.com</a> - career page (via Greenhouse)	N	8
2	Indeed.com (via Greenhouse) (Indeed also independently posts vacancy to Glassdoor.com)	N	2
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	2
7	Employee Referral	N	0
<b>TOTAL INTERVIEWS</b>			<b>12</b>

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**Section 3. Recruitment Initiatives**

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
1	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On April 16, 2024, the then current 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.
2	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On November 29, 2023, the Stations hosted a group of 30 students from Jefferson High School. The students, who were visiting with their business and technology concept class, were interested in learning about different post-high school career opportunities. The group of students were split into two smaller groups and spent half their time with the sales team and market president, while the other half was spent in the studios visiting with the on-air staff, Digital Managing Editor, and Brand Manager.
3	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On March 4, 2024, Director of Content visited with a third-grade class at Cherry Valley Elementary School for Read Across America Day. The DOC had the opportunity to read a book to the class and then share information with the students about his career in broadcasting and what it is like to be on the radio.
4	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On May 1, 2024, a student from Keith School interviewed the station’s promotion’s director as part of her final business class project. The students were asked to interview different businesses in the Rockford area about job skills, information about the business, and how the individual got into that career path.
5	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On April 25, 2024, a student from Harlem High School spent the day shadowing the station’s On-Air Talent to fulfill a requirement as part of her career development class. The student sat in on the morning shows and observed how the “behind the scenes” production comes together. She also gained insight into revenue and commercials.
6	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	On June 28, 2024, the Promotions Director, who has significant influence over hiring in the market, participated in the Rockford Diversity Job Fair from 10-12:30pm at the Radisson Hotel & Conference Center in Rockford, IL.