

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Southwest Michigan Employment Unit
(Kalamazoo and Battle Creek, Michigan)
WRKR(FM), WKFR-FM, WKMI(AM), WBCK(FM), WBXX(FM)
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
Director of Content (aka "Director of Digital & Radio Content")	8/14/2023	1, 2, 3, 4	RS 1 - 2 RS 2 - 1 RS 6 - 5 RS 7 - 1 <u>RS 12 - 1</u> Total: 10	12
On-Air Co-Host/Digital Content Writer	9/18/2023	1, 2, 3, 4	RS 1 - 2 RS 3 - 2 <u>RS 7 - 1</u> Total: 5	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	4
2	Indeed.com (via Greenhouse) (Indeed also independently posts vacancy to Glassdoor.com)	N	1
3	LinkedIn (via Greenhouse)	N	2
4	Zip Recruiter (via Greenhouse)	N	0
5	Indeed.com (candidate sourced)	N	0
6	LinkedIn (candidate sourced)	N	5
7	Employee Referral	N	2
8	Facebook (candidate sourced)	N	0
9	Twitter (candidate sourced)	N	0
10	Trade Press (candidate sourced)	N	0
11	Zip Recruiter (candidate sourced)	N	0
12	Prior Employee	N	1
TOTAL INTERVIEWS			15

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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	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On January 29, 2024, Market President was a guest reader to a class of fourth grade students at Moorsbridge Elementary School. After reading, the Market President shared details about her career in broadcasting and the students were able to ask questions about working in radio.
4	Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	On May 22, 2024, Account Executive completed Simpli.fi’s “Bullseye 101” training course on targeted advertising. Topics included geo-fencing, targeting tactics, ad budgets, among others.
5	Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	On May 28, 2024, Account Executive completed Simpli.fi’s “Bullseye 101” training course on targeted advertising. Topics included creative messaging, handling objections, and addressable audience curation, among others.