

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Rochester Employment Unit
KROC(AM), KROC-FM, KYBA(FM), KWWK(FM), KDCZ(FM), KDOC-FM,
KOLM(AM), KFIL-FM, KFIL(AM), and KFNL-FM
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
Market President	1/2/2024	1, 2, 3, 4	RS 1 – 1 RS 3 – 1 <u>RS 7 – 1</u> Total: 3	7
Account Executive	8/19/2024	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	2
2	Indeed.com (via Greenhouse) (Indeed also independently posts vacancy to Glassdoor.com)	N	0
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 (former employee)	N	1
TOTAL INTERVIEWS			4

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Rochester Employment Unit
KROC(AM), KROC-FM, KYBA(FM), KWWK(FM), KDCZ(FM), KDOC-FM,
KOLM(AM), KFIL-FM, KFIL(AM), and KFNL-FM
December 1, 2023 – November 30, 2024

Section 3. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	On February 16, 2024, Brand Manager/On-Air Personality, with influence over hiring, attended the St. Charles Public School Career Fair. The fair was open to both students and parents, giving them the opportunity to explore different trade and jobs available in South East Minnesota.
2	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On October 22, 2024, Brand Manager participated in a career day held at Byron Public School. The BM met with 8 th grade students to discuss careers in broadcasting. Topics discussed were as follows: what training and education is needed for a career in broadcasting; how did the BM get into his current position; what skills are required to be successful; what does a typical work day look like; and what are the positives/challenges experienced in broadcasting.
3	Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	On October 24, 2024, an On-Air Host participated in a Masterclass training hosted by Townsquare’s Regional Content Director and Senior Vice President of Content and Programming. The purpose of the course was to prepare individuals for growth in their career. What is required to move internally within the Company and how to feel more secure in your role. The training was set up to inspire employees to improve their skills and rethink their day-to-day process. Topics discussed included, Building your Brand, Contributing to the Company’s Goals, Job Security, Enhancing your Value, and Understanding the Current Landscape.
4	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.