

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Rockford Employment Unit
WZOK(FM) WXXQ(FM) WKGL-FM- WROK(AM)
August 1, 2022 – July 31, 2023

Section 1. Vacancy List

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS that Referred the hiree
Director of Content (hired 11/10/2022)	1, 3, 5	7
Account Executive (hired 8/22/2022)	6	6
Account Executive (hired 1/17/2023)	1, 3, 4	8

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Section 2. Recruitment Source List

RS Number	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS over 12-month period
1	Company's corporate website (via Greenhouse) www.townsquaremedia.com	No	0
2	LinkedIn.com (via Greenhouse)	No	0
3	Indeed.com (via Greenhouse)	No	0
4	Glassdoor.com (via Greenhouse)	No	0
5	LinkedIn.com (sourced)	No	3
6	Referral	No	1
7	Internal Transfer	No	1
8	Sourced from competitor	No	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			6

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Section 3. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	Account Executive participated in a four-day “Top Gun” training program (90 minutes each day, September 20, 2022 through September 23, 2022) which was designed by Townsquare to help train and advance the top 15% of Ignite sellers to the next level in their career.
2	Training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On July 31, 2023, interim Market President participated in an online training for Valuing Diversity provided by 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.
3	Participation in event sponsored by educational institutions relating to career opportunities in broadcasting.	On November 22, 2022, Digital Managing Editor participated in a speed networking event hosted by the University of Iowa’s Department of Journalism. The University’s Adler School of Journalism and Mass Communication requested the station’s participation for their internships and job opportunities division. The DME spoke with students about what she does for the station and discussed careers in broadcasting and what Townsquare has to offer in terms of employment.
4	Participation in event sponsored by educational institutions relating to career opportunities in broadcasting.	On March 30, 2023, Digital Managing Editor participated in a speed networking event hosted by the University of Iowa’s Department of Journalism. The University’s Adler School of Journalism and Mass Communication requested the station’s participation for their internships and job opportunities division. The DME spoke with students about what she does for the station and discussed careers in broadcasting and what Townsquare has to offer in terms of employment.