

**EEO PUBLIC FILE REPORT**  
**Townsquare License, LLC Rockford Employment Unit**  
**WZOK(FM) WXXQ(FM) WKGL-FM- WROK(AM)**  
**August 1, 2022 – July 31, 2023**  
**Amended October 8, 2024**

**Section 1. Vacancy List**

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS that Referred the hiree</b>
Director of Content (hired 11/10/2022)	1, 3, 5	7
Senior Account Executive (hired 8/22/2022)	1, 2, 3, 6, 9	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) <a href="http://www.townsquaremedia.com">www.townsquaremedia.com</a>	No	0
2	LinkedIn.com (via Greenhouse)	No	0
3	Indeed.com (via Greenhouse) (Indeed also independently posts vacancy to Glassdoor.com)	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
9	Zip Recruiter (via Greenhouse)	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>6</b>

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**Section 3. Recruitment Initiatives**

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
<b>1</b>	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.
<b>2</b>	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.
<b>3</b>	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.
<b>4</b>	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.