

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Faribault Employment Unit
KDHL(AM), KQCL(FM), KRFO(AM), KRFO-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
Director of Sales	3/1/2024	1, 2, 3, 4	<u>RS 6 – 2</u> Total: 2	6
Account Executive	6/17/2024	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	1
2	Indeed.com (via Greenhouse) (Indeed also independently posts vacancy to Glassdoor.com)	N	0
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
TOTAL INTERVIEWS			3

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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 March 19, 2024, On-Air Host of KDHL visited with a third-grade class from Divine Mercy Catholic Elementary School in Faribault to speak about agriculture/farming and the broadcasting efforts KDHL puts forth to help this sector. This event is hosted by the Faribault Area Chambers of Commerce.
3	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On March 21, 2024, On-Air Host of KDHL visited with a third-grade class from Jefferson Elementary School in Faribault to speak about agriculture/farming and the broadcasting efforts KDHL puts forth to help this sector. This event is hosted by the Faribault Area Chambers of Commerce.
4	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On April 9, 2024, On-Air Host of KDHL visited with a third-grade class from Lincoln Elementary School in Faribault to speak about agriculture/farming and the broadcasting efforts KDHL puts forth to help this sector. This event is hosted by the Faribault Area Chambers of Commerce.
5	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On April 9, 2024, On-Air Host of KDHL visited with a third-grade class from Faribault Lutheran School to speak about agriculture/farming and the broadcasting efforts KDHL puts forth to help this sector. This event is hosted by the Faribault Area Chambers of Commerce.
6	Training programs 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 (120 minutes each day, June 11, 2024 through June 14, 2024) which was designed by Townsquare to help train and advance the top 15% of Ignite sellers to the next level in their career.
7	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.