

EEO PUBLIC FILE REPORT
Townsquare Media of Flint, Inc.
WCRZ(FM), WWBN(FM), WRCL(FM), WQUS(FM), WFNT(AM)
June 1, 2022– May 31, 2023

Section 1. Vacancy List

| Job Title | Recruitment Sources (RS) Used to Fill Vacancy | RS that Referred the hiree |
|-------------------------|--|-----------------------------------|
| Digital Managing Editor | 1, 3, 4, 5, 8, 10 | 6 |
| On-Air Host | 1, 5, 8 | 9 |

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 | Townsquare Media corporate website – careers page (via Greenhouse) | N | 4 |
| 2 | Social Media posts (Twitter, Facebook) | N | 0 |
| 3 | www.indeed.com (via Greenhouse) | N | 0 |
| 4 | www.glassdoor.com (via Greenhouse) | N | 0 |
| 5 | www.Linkedin.com (via Greenhouse) | N | 2 |
| 6 | www.Linkedin.com (Sourcing) | N | 9 |
| 7 | Prior Employee/Walk-In | N | 0 |
| 8 | Job Fairs (See Section III) | N | 0 |
| 9 | Employee Referral | N | 1 |
| 10 | Market Outreach | N | 0 |
| Total Number of Interviews over 12-month period: | | | 16 |

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Section 3. Recruitment Initiatives

| | Type of Recruitment Initiative | Brief Description of Activity |
|----------|---|---|
| 1 | Internship Program | We were able to provide two students from Elon University with sales/programming internships. Students were able to job shadow/work with staff to get hands on training and valuable knowledge in broadcast advertising and on-air programming. This internship was from May 23, 2022 to July 31, 2022. Market President/CRO supervised the interns. |
| 2 | Internship Program | We were able to provide a student from University of Michigan-Flint with a programming internship. The student learned how to create content for websites, write and voice commercials, voice track, load audio onto our Zetta platform, create imaging for our show and edit audio using software. This internship was from January 31, 2023 through April 26, 2023. WWBN Brand Manager supervised the intern. |
| 3 | 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 (90 minutes each day, August 23, 2023 through August 26, 2023) which was designed to help train and advance the top 15% of Ignite sellers to the next level in their careers. |