

**EEO PUBLIC FILE REPORT**  
**Townsquare Media of Flint, Inc.**  
**WCRZ(FM), WWBN(FM), WRCL(FM), WQUS(FM), WFNT(AM)**  
**June 1, 2023 to May 31, 2024**

**Section 1. Vacancy List**

<b>Job Title</b>	<b>Date Filled</b>	<b>Public Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>Number of Interviewees Referred by Each Source</b>	<b>RS Referring Hiree</b>
Account Executive	2/1/2024	1, 2, 3, 4	RS 2 - 1 RS 7 - 2 Total: 3	7
Digital Managing Editor	5/1/2024	1, 2, 3, 4	RS 2 - 1 RS 3 - 2 Total: 3	3

**Section 2. Recruitment Source List**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	<a href="http://www.townsquaremedia.com">www.townsquaremedia.com</a> - career page (via Greenhouse)	N	0
2	Indeed.com (via Greenhouse) (Indeed also independently posts vacancy to Glassdoor.com)	N	2
3	LinkedIn (via Greenhouse)	N	2
4	Zip Recruiter (via Greenhouse)	N	0
5	Indeed.com (candidate sourced)	N	0
6	LinkedIn (candidate sourced)	N	0
7	Employee Referral	N	2
<b>TOTAL INTERVIEWS</b>			<b>6</b>

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**Section 3. Recruitment Initiatives**

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
1	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On July 5, 2023, Market President participated in an online training for Valuing Diversity provided by Trust 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.
2	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On April 16, 2024, both the Regional Vice President and 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.
3	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On March 21, 2024, Market Engineer visited with the second and third grade classes at Turhill Elementary School as part of the Career Week for Lapeer Schools. The Market Engineer spent approximately 45 minutes with the students, talking about technical jobs in broadcast media and allowing the students to record themselves to see what audio looked like in waveform.
4	Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	On March 15, 2024, Market Engineers completed a 90-minute webinar, “New EAS Firmware: What Did You Get With Your Paid Update?” The webinar was presented by The Society of Broadcast Engineers, Inc.
5	Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	Digital Solutions Manager participated in a four-day “Top Gun” training program (120 minutes each day, March 19, 2024 through March 22, 2024) which was designed by Townsquare to help train and advance the top 15% of Ignite sellers to the next level in their career.
6	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On December 6, 2023, a student from Swartz Creek High School job shadowed the WWBN Brand Manager as part of an economics project. The student was required to set up and attend a “day on the job” experience within his desired career. The student spent his time learning how the radio station operates.
7	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On February 21, 2024, a student from Dryden High School interested in radio as a possible career path job shadowed the WWBN Brand Manager. The student spent his time learning how the radio station operates.