

**EEO PUBLIC FILE REPORT**  
**TOWNSQUARE MEDIA OF GRAND RAPIDS, INC**  
**WFGR(FM), WGRD-FM, WLHT-FM, WNWZ(AM), WTRV(FM)**  
**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 No. 1 (aka "Multi Media Account Executive")	8/7/2023	1, 2, 3, 4	<u>RS 6 - 1</u> Total: 1	6
Account Executive No. 2 (aka "Multi Media Account Executive")	11/1/2023	1, 2, 3, 4	RS 2 - 1 RS 3 - 1 <u>RS 6 - 1</u> Total: 3	2
Producer (aka "Morning Show Producer/ Digital Content Writer - Free Beer & Hot Wings Show, WGRD")	1/2/2024	1, 2, 3, 4	RS 1 - 1 RS 3 - 2 <u>RS 5 - 1</u> Total: 4	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	1
2	Indeed.com (via Greenhouse) (Indeed also independently posts vacancy to Glassdoor.com)	N	1
3	LinkedIn (via Greenhouse)	N	3
4	Zip Recruiter (via Greenhouse)	N	0
5	Indeed.com (candidate sourced)	N	1
6	LinkedIn (candidate sourced)	N	2
7	Employee Referral	N	0
8	Facebook (candidate sourced)	N	0
9	Trade Press (candidate sourced)	N	0
<b>TOTAL INTERVIEWS</b>			<b>8</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 12, 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, the Market President, Director of Sales, and a Senior Account Manager all 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	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 (120 minutes each day, November 14, 2023 through November 17, 2023) which was designed by Townsquare to help train and advance the top 15% of Ignite sellers to the next level in their career.
4	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	On March 26, 2024, the Director of Sales and Director of Content both attended a job fair, Careers in Communications and the Arts at Grand Valley State University. The fair allowed students to learn more about career opportunities in communications, journalism, writing, film and video, and related sectors. Students were able to network with employers to discuss the skills and experiences required to be successful.
5	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On March 19, 2024, a Professor from Grand Rapids Community College visited the station with a group of 20 students from the Radio/Television/and Digital Media Department. The group took a 45-minute tour with the stations’ program director, where they saw the studios and discussed several topics such as sales, promotions, writing content, software for the music, commercials, and editing audio. The Program Director shared some helpful tips on what would help someone who is interested in a career in broadcast and who to contact for potential internships.