

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Pittsfield Employment Unit
WBEC(AM), WBEC-FM, WNAW(AM), WUPE(AM), WUPE-FM, WSBS(AM)
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 |
|---------------------------------------|--------------------|---|---|---------------------------|
| Account Executive/Local Sales Manager | 1/29/2024 | 1, 2, 3, 4 | <u>RS 7 – 1</u> Total: 1 | 7 |

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 | 0 |
| 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 | 0 |
| 7 | Employee Referral | N | 1 |
| TOTAL INTERVIEWS | | | 1 |

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Section 3. Recruitment Initiatives

| | Type of Recruitment Initiative | Brief Description of Activity |
|---|---|--|
| 1 | Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. | Director of Sales 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. |
| 2 | 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. |
| 3 | Participation in a job fair by station personnel with substantial responsibility for hiring decisions | Director of Content participated in the Massachusetts Broadcasters virtual job fair held November 19, 2024 through November 22, 2024. |