

EEO PUBLIC FILE REPORT
Townsquare Media of El Paso, Inc.
KLAQ(FM), KSII(FM), KROD(AM)
April 1, 2024 to March 31, 2025

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
No vacancies filled during the reporting period.				

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	0
TOTAL INTERVIEWS			0

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Section 3. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On April 2, 2024, an On-Air Host visited with the Scottsdale Elementary School for their STAAR Testing Pep Rally to give a motivational speech to students about the important of testing taking. The On-Air Host was also able to speak with the students about her career in broadcasting, stressing the importance of education.
2	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On April 19, 2024, an On-Air Host was the keynote speaker at Sul Ross University’s Voices En La Frontera Women Speaker Series. The On-Air Host spoke with the students about women’s empowerment and how she started her career in broadcasting.
3	Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	On May 5, 2024, the EU participated as the Media Partner promoting the annual event “The Mija Market” for the non-profit women’s empowerment organization “Mija, Yes You Can,” including set up of a recruitment table staffed by women sharing their professional experiences about their careers in broadcasting. One of the EUs On-Air Hosts answered questions and invited applicants to apply to open internship and job opportunities at Townsquare.
4	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	On July 13, 2024, and Account Executive/On-Air Host participated in the Big Brothers, Big Sisters of El Paso first annual Career Fair.
5	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On September 6, 2024, an On-Air Host was virtually interviewed (via Zoom) by student from Austin Harmony School for a class project. The students were instructed to interview a professional to ask questions about his/her career and the steps he/she took to get there. The On-Air Host answered the students’ questions and shared her experiences in broadcasting.
6	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On September 25, 2024, two On-Air Hosts met with students from H.D. Hilley Elementary School. The hosts spent time reading children’s books with the students and spoke about their roles in radio and how they started their careers in broadcasting.
7	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On October 25, 2024, as part of the Young Women’s Leadership Academy, an On-Air Host gave a motivational speech to young female students about never giving up on their dreams. The On-Air Host spoke about the challenges she had to overcome to begin her career in broadcasting.

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8	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On November 13, 2024, an On-Air Host gave a motivational speech to a group of students at the University of Texas at El Paso about never giving up on their dreams. The On-Air Host spoke about the challenges she had to overcome to begin her career in broadcasting.
9	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On November 19, 2024, an Account Executive/On-Air Host participated in the Earl Monroe New Renaissance Basketball School's Journalism Day. The event was held virtually; however, students were able to log on and speak with the AE/Host about his career in broadcasting.
10	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On December 11, 2024, the EU's Engineering Manager participated in the Putnam Elementary School's Career Fair. The EM spent 2-hour speaking with six different classrooms about his career as a broadcast engineer.
11	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On January 23, 2025, an On-Air Host served as the keynote speaker for a group of high school students to stress the importance of internships after high school and during college. She shared her own internship experiences and how they helped her begin her career in broadcasting. The event was sponsored by the Texas Workforce Commission's Internship Experience department and held at the Elmont Event Center in El Paso, Texas.
12	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On January 24, 2025, an On-Air Host spoke with a group of second and third grade Girl Scouts at St. Mark Elementary School about her career in broadcasting.
13	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On February 8, 2025, an On-Air Host gave a motivational speech to students as part of the STRIVE Mentorship Program. As guest speaker, she encouraged the high school and college students to never give up on their dreams and to pursue the career they want. She spoke about the different challenges she faced as she began her career in broadcasting. The speech was held at the La Nube Children's Museum.
14	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, 5/14/2024 through 5/17/2024) which was designed by Townsquare to help train and advance the top 15% of Ignite sellers to the next level in their career.