

**EEO PUBLIC FILE REPORT**  
**Townsquare License, LLC**  
**Portsmouth Employment Unit**  
**WOKQ(FM), WPKQ(FM), WSHK(FM) and WSAK(FM)**  
**December 1, 2023 – November 30, 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>
Director of Sales	4/8/2024	1, 2, 3, 4	<u>RS 3 – 3</u> 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	0
3	LinkedIn (via Greenhouse)	N	3
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
<b>TOTAL INTERVIEWS</b>			<b>3</b>

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**Section 3. Recruitment Initiatives**

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
1	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	The Market President participated in a virtual job fair hosted by the New Hampshire Association of Broadcasters (NHAB) from February 19, 2024 through February 23, 2024. The EU also promoted the job fair on their stations.
2	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On April 16, 2024, the Regional Vice 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	The Market President participated in a virtual job fair hosted by the New Hampshire Association of Broadcasters (NHAB) from May 20, 2024 through May 24, 2024. The EU also promoted the job fair on their stations.
4	Training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	Director of Sales participated in a Talent Focused Management Experience Training from May 21, 2024 through May 23, 2024. The training was hosted by the Center for Sales Strategy. The training is a live, virtual workshop that includes a talent management simulation to help participants think through the situations faced in Recruitment, Selection, Development, and Engagement. The training is delivered over three consecutive days, meeting for two virtual sessions each day for 2-hours. All participants are required to commit to all six sessions offered.
5	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, June 11, 2024 through June 14, 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 a job fair by station personnel with substantial responsibility for hiring decisions	The Market President participated in a virtual job fair hosted by the New Hampshire Association of Broadcasters (NHAB) from August 19, 2024 through August 23, 2024. The EU also promoted the job fair on their stations.