

TOWNSQUARE MEDIA OF FORT COLLINS, INC.
KUAD-FM / KTRR(FM) / KMAX-FM / KKPL(FM)
EEO PUBLIC FILE REPORT
December 1, 2021 – November 30, 2022
Amended May 6, 2024

SECTION I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

| Job Title | Date of Hire | Public Recruitment Sources (RS) Used to Fill Vacancy | Interviews per Source | RS Referring Hiree |
|-----------------------------|------------------------|---|--|---------------------------|
| Account Executive No. 1 & 2 | 1/24/2022 2/14/2022 | 1, 2, 3, 6 | RS 1 - 1 RS 4 - 1 Total: 2 | 1, 4 |
| Account Executive No. 3 & 4 | 5/31/2022 6/6/2022 | 1, 2, 3, 6 | RS 1 - 3 RS 2 - 3 RS 6 - 1 RS 7 - 2 Total: 9 | 7, 1 |
| Director of Content | 12/6/2021 | 1, 2, 3, 6 | RS 2 - 1 RS 6 - 1 Total: 2 | 2 |
| Market President | 8/22/2022 | 1, 2, 3, 6, 9, 14 | RS 4 - 1 RS 6 - 1 RS 14 - 1 RS 15 - 1 Total: 4 | 4 |

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|--|--|--|--|
| 1 | Indeed.com via Greenhouse (Indeed also independently posts vacancy to Glassdoor.com) | No | 4 |
| 2 | LinkedIn.com via Greenhouse | No | 4 |
| 3 | Zip Recruiter | No | 0 |
| 4 | Referral (Employee) | No | 2 |
| 5 | Previous Employee | No | 0 |
| 6 | Townsquare Corporate Website via Greenhouse | No | 3 |
| 7 | Indeed Sourced | No | 2 |
| 8 | Internal Transfer | No | 0 |
| 9 | Colorado State University via Handshake.com | No | 0 |
| 10 | NAACP Michael Lynch NAACP Denver Youth Council PO Box 1234 Westminster, CO 80030 303-428-1593 | No | 0 |
| 11 | Front Range Community College via Purple Briefcase | No | 0 |
| 12 | National Association of Hispanic Journalists | No | 0 |
| 13 | Market Outreach | No | 0 |
| 14 | Career Builder | No | 1 |
| 15 | LinkedIn (candidate sourced) | No | 1 |
| TOTAL INTERVIEWEES OVER 12-MONTH PERIOD | | | 17 |

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III. RECRUITMENT INITIATIVES

| | TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION) | BRIEF DESCRIPTION OF ACTIVITY |
|-----------|---|--|
| 1 | Establishment of training program designed to enable station personnel to acquire skills that could qualify them for higher level positions | On August 16-19, 2022, a sales team member attended four-day “Top Gun” training program designed to help train and advance top sellers to the next level of their careers. |
| 2 | | |
| 3 | | |
| 4 | | |
| 5 | | |
| 6 | | |
| 7 | | |
| 8 | | |
| 9 | | |
| 10 | | |