

**EEO PUBLIC FILE REPORT**  
**Townsquare License, LLC**  
**Killeen-Temple Employment Unit**  
**KOOC(FM), KSSM(FM), KUSJ(FM), KLTD(FM), KTEM(AM)**  
**April 1, 2023 to March 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 Nos. 1 & 2	6/5/2023 6/19/2023	1, 2, 3, 4, 5	RS 1 - 0 RS 2 - 0 RS 3 - 0 RS 4 - 0 RS 5 - 0 RS 6 - 4 RS 7 - 0 <u>RS 8 - 1</u> Total: 5	6 1

**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)	N	0
3	LinkedIn (via Greenhouse)	N	0
4	Zip Recruiter (via Greenhouse)	N	0
5	Glassdoor.com	N	0
6	Indeed.com (candidate sourced)	N	4
7	LinkedIn (candidate sourced)	N	0
8	Employee Referral	N	1
<b>TOTAL INTERVIEWS</b>			<b>5</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 5, 2023 and August 29, 2023, respectively, the Market President and Regional Vice 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 November 7, 2023 and February 6, 2024, respectively, the Regional Vice President and 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	Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	On February 14, 2024, an Account Executive completed the final module of the Sales Accelerator course through the Center for Sales Strategy. The online course includes over 40 learning modules that are completed over 4.5 hours. The course and various modules cover the six-step sales process which helps build an effective, tailored solution, while moving fast enough to achieve acceleration to close the sale. Sales people learn to identify the best accounts, connect with them quickly, discover their desired business results, and advise them on a solution that will deliver measurable results. Sellers speed up the sale by removing surprises, and grow the business by selling success and delivering on their promises. The modules also covered the New Hire Fast Track, which includes a new seller coaching to quickly put the Sales Accelerator principles into practice.