

EEO PUBLIC FILE REPORT
 Townsquare License, LLC
 Southwest Michigan Employment Unit
 (Kalamazoo and Battle Creek, Michigan)
WRKR(FM), WKFR-FM, WKMI(AM), WBCK(FM), WBXX(FM)

EEO PUBLIC FILE REPORT
 June 1, 2022-May 31, 2023

Section 1. Vacancy List

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hire
Account Executive #1(hired 5/1/2023)	1, 2, 3, 5, 8, 9	1
Account Executive #2 (hired 7/5/2022)	1, 2, 3, 5, 8, 9	1
Account Executive #3 (hired 1/30/2023)	1, 2, 3, 5, 8, 9	10
Account Executive #4 (hired 8/1/2022)	1, 2, 3, 5, 8, 9	5
Account Executive #5 (hired 9/19/2022)	1, 2, 3, 5, 8, 9	6
Digital Managing Editor (hired 10/3/2022)	1, 3, 5, 8, 9	1
Brand Manager WRKR (hired 10/3/2022)	1, 3, 5, 8, 9	1

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Section 2. Recruitment Source List

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Townsquare Careers Page (via Greenhouse)	N	4
2	ZipRecruiter	N	0
3	LinkedIn (via Greenhouse)	N	2
4	LinkedIn (sourced)	N	5
5	Indeed.com (via Greenhouse)	N	3
6	Indeed (sourced)	N	1
7	Station On-Air Announcements (all SEU stations)	N	0
8	Station webpages WRKR(FM), WKFR-FM, WKMI(AM), WBCK(FM), WBXX(FM)	N	0
9	Online Job Fair (see section III)	N	0
10	Employee Referral	N	1
11	Walk-In	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			16

Section 3. Recruitment Initiatives

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Hosted virtual job fair	For the entire length of the reporting period, the SEU has continued to host a Virtual Job Fair (online) on each of the station's websites. The SEU dedicates digital space, solicits local employers, and organizes all logistical aspects of the event. The SEU promotes the virtual job fair through on-air announcements. The Virtual Job Fair generates much interest with community employers. The Director of Sales and Market President, along with Digital Managing Editor have been managing the virtual job fair. The SEU also participates as an employer.
2	Training/mentoring program for station personnel	Beginning on or around April 1, 2022 and continuing through October 2022, the stations' former Director of Content trained and mentored one of the stations' On-Air Personalities. The goal was to teach the programming side to the talent and prepare them for the possibility of taking over the role of Brand Manager in the future.
3	Training/mentoring program for station personnel	Starting on or around March 1, 2023, the stations' interim Director of Content began mentoring one of the stations' Brand Managers. The goal is to teach the BM the day-to-day operations of what it takes to be a Director of Content.
4	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On May 12, 2023, the stations' Market President and Director of Sales each participated in the Diversity Recruiting Training offered via the LinkedIn Learning website.