

EEO PUBLIC FILE REPORT
Townsquare Media of El Paso, Inc.
KLAQ(FM), KSII(FM), KROD(AM)
April 1, 2023 to March 31, 2024

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
Morning Show Co-Host/Digital Content Writer	3/11/2024	1, 2, 3, 4, 5	RS 1 - 1 RS 2 - 0 RS 3 - 0 RS 4 - 0 RS 5 - 0 RS 7 - 1 <u>RS 8 - 1</u> Total: 3	7

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	1
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	0
7	LinkedIn (candidate sourced)	N	1
8	Employee Referral	N	1
	TOTAL INTERVIEWS		3

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Section 3. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On February 7, 2024, Market 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 February 7, 2024, Regional Vice President and Market President both 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	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The EU hosted an on-air intern from the University of Texas El Paso from April 1, 2023 through July 31, 2023. The intern was in studio 3-4x per week for approximately 20 hours total. She worked with the 600 ESPN El Paso team, learning on-air interviewing, live broadcasting, and production. She was supervised by the EU’s Producer for Sports Talk Radio.
4	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The EU hosted an on-air intern from the Texas Tech University in Lubbock for three months, from June through August 2023. The intern was in studio 3-4x per week for approximately 20 hours total. He worked with the 600 ESPN El Paso team, learning on-air interviewing, live broadcasting, and production. He was supervised by the EU’s Producer for Sports Talk Radio.
5	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The EU is currently hosting an on-air intern from the University of Texas El Paso who began with the stations on February 1, 2024. The intern is in studio 2-3x per week, working 3–4-hour shifts on 600 ESPN El Paso and learning on-air interviewing, broadcasting, and content creation. He is supervised by the EU’s Producer for Sports Talk Radio and is expected to continue his internship through June 30, 2024.

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6	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On April 13, 2023, the EU’s Chief Engineer participated in career day at the Putnam Elementary School. The Chief Engineer gave a 15-minute demonstration of what he does as a radio engineer with a special focus on how Science, Technology, Engineering, and Math (STEM) plays a role in his day-to-day operations. He discussed what type of education his role requires and the different certifications he takes to advance his career. He shared with the students a typical day, including the best and the worst of his job.
7	Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	On August 2, 2023, the EU’s Chief engineer completed a 6-hour in person “Chief Operator for Radio Course” with the Texas Association of Broadcasters Technical Academy (TAB). The course is based on the guidelines laid out in the Society of Broadcast Engineers’ study guide for mastering the day-to-day running of a broadcast station. The individual completing the course must understand the rules surrounding EAS, public files, tower lights, studio operations, FCC requirements and more.