

**Townsquare License, LLC  
Tri-Cities Employment Unit  
KORD-FM/KEYW(FM)/KXRX(FM)/KFLD(AM)/  
KOLW(FM)/KONA(AM)/KONA-FM/KZHR(FM)**

**EEO PUBLIC FILE REPORT  
October 1, 2021 – September 30, 2022\*  
(Amended 9/27/2023)**

**I. VACANCY LIST**

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

<b>Job Title/Date Hired</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1, 4, 7	1
Admin Support	1, 4, 7	1
Market President	Exigent circumstances	Exigent circumstances

\*KOLW(FM) was assigned from Townsquare License, LLC (Townsquare) to the Tri Cities Divestiture Trust on 6/17/2022. Townsquare acquired KONA(AM) and KONA-FM on 6/17/2022 and KZHR on 7/19/2022.

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<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 reporting period</b>
1	Indeed.com (via Greenhouse)	N	4
2	Station webpage	N	0
3	Referral	N	1
4	LinkedIn (via Greenhouse)	N	3
5	Glassdoor (via Greenhouse)	N	0
6	Tri-Cities Journal of Business	N	0
7	Townsquare Media Careers, <a href="https://www.townsquaremedia.com/careers">https://www.townsquaremedia.com/careers</a> (via Greenhouse)	N	0
8	Facebook sourcing	N	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>9</b>

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Internship program designed to assist members of the community to acquire skills needed for broadcast employment	The stations hosted several students from Tri-Tech Skills Center’s broadcast program for paid internships. These students assisted with board operations during sports programs several hours per week from 06/21/22-07/1/22. Director of Content, Brand Manager, and On-Air Co-Host were involved in the program.
2	Training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	Market President completed Center for Sales Strategy training from 04/11/22-06/21/22, which included a full session on EEO requirements – broad recruitment, hiring, posting vacancies, equal opportunity, discrimination, etc.
3	Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	DSL participated in a four-day “Top Gun” training program (90 minutes each day, 9/20/2022 through 9/23/2022) which was designed by Townsquare to help train and advance the top 15% of Ignite sellers to the next level in their career.