

**Townsquare License, LLC
 Yakima Employment Unit
 KIT(AM), KATS(FM), KDBL(FM), KMGW(FM), KFFM(FM), KUTI(AM)
 EEO PUBLIC FILE REPORT
 October 1, 2021 – September 30, 2022**

I. VACANCY LIST

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

| Job Title/Date Hired | Recruitment Sources (“RS”) Used to Fill Vacancy | RS Referring Hiree |
|-----------------------------------|--|---------------------------|
| Receptionist / February 2, 2022 | 1, 10-14 | 10 |
| Account Executive / June 16, 2022 | 10-14 | 10 |
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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 reporting period |
|-----------|---|---|--|
| 1 | Station Websites | N | 1 |
| 2 | Yakima Valley Community College P.O. Box 22520 Yakima, WA 98902 (509)574-4600 | N | 0 |
| 3 | Heritage University 1240 Fort Road Toppenish, WA 98948 (509)865-8500 | N | 0 |
| 4 | Work Source Yakima 306 Division Yakima, WA 98902 509-974-0163 Fax: 509-573-4554 | Y* | 0 |
| 5 | Central Washington University 400 E. University Way Ellensburg, WA 98926 (509)963-1111 humanres@cwu.edu | N | 0 |
| 6 | Client referral | N | 0 |
| 7 | Employee referral | N | 0 |
| 8 | Walk in | N | 1 |
| 9 | All Access Music Group All Access.com 310-457-6616 | N | 0 |

*This recruitment source requested notice of vacancies after the vacancies listed in Section I had been filled.

| | | | |
|---|--|----|-----------|
| 10 | Indeed (through Greenhouse) Rachael Hudson, TSM Recruiting Manager - 980-208-1650 | N | 6 |
| 11 | LinkedIn (through Greenhouse) Rachael Hudson, TSM Recruiting Manager - 980-208-1650 | N | 3 |
| 12 | Glassdoor (through Greenhouse) Rachael Hudson, TSM Recruiting Manager - 980-208-1650 | N | 0 |
| 13 | Townsquare Media Careers (through Greenhouse) Rachael Hudson, TSM Recruiting Manager - 980-208-1650 | N | 0 |
| 14 | Greenhouse recruiting (thru Greenhouse) Rachael Hudson, TSM Recruiting Manager - 980-208-1650 | N | 0 |
| 15 | Station On-Air Announcements | N | 0 |
| 16 | Central WA Home Builders Association | Y* | 0 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 11 |

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III. RECRUITMENT INITIATIVES

| | TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION) | BRIEF DESCRIPTION OF ACTIVITY |
|---|---|--|
| 1 | Training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination | The Market President and Local Account Manager participated in this recorded webinar for training on FCC EEO obligations on January 19, 2022. |
| 2 | Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions | Account Executives participated in product training plus Director of Sales provides continued training on the general skills of sales presentations and closings. For example, from February 17- June 30, 2022, Account Executives received training through the Center for Sales Strategy, which includes the Sales Accelerator Series of trainings. |
| 3 | Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions | General Manager development of Operations Manager and Director of Sales to increase their knowledge and understanding of management for future advancement into upper management. For example, on May 5, 2022, Director of Sales received leadership training through our partnership with the Center for Sales Strategy. |
| 4 | Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions | Ongoing monthly training by Digital Manager and Operations Manager of on-air personalities on strategies for posts about events, holidays, using content and video to generate views and engage audience. Best practices for writing, photos videos and social media. |
| 5 | Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions | Director Sales training for sellers on all aspects of digital sales. For example, one such training session was held on May 18, 2022. |
| 6 | Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions | Business Manager developing Assistant Business Manager's knowledge and understanding of financial aspects and general functions for future advancement. The purpose of the trainings, including one held on March 23, 2022, is to expand the Assistant Business Manager's knowledge of the business, staffing events, digital reconciliation, and managing issues as they arise. |

