

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Texarkana Employment Unit
KKYR-FM, KPWW, KYGL, KMJI & KOSY
February 1, 2023 to January 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
Account Executive	5/15/2023	1, 2, 3, 4, 5, 9	RS 1 - 2 RS 2 - 0 RS 3 - 0 RS 4 - 0 RS 5 - 0 RS 6 - 1 RS 7 - 1 <u>RS 8 - 0</u> Total: 4	1

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	2
2	Indeed.com (via Greenhouse)	N	0
3	LinkedIn (via Greenhouse)	N	0
4	Zip Recruiter (via Greenhouse)	N	0
5	Glassdoor.com (via Greenhouse)	N	0
6	Indeed.com (candidate sourced)	N	1
7	LinkedIn (candidate sourced)	N	1
8	Employee Referral	N	0
9	Station webpages (https://kkyr.com/ , https://mymajic933.com/ , https://goodtimeoldies1075.com/ , https://power959.com/ , https://kygl.com/)	N	0
TOTAL INTERVIEWS			4

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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 August 29, 2023, 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 November 7, 2023, the Director of Sales, who has significant influence over hiring, including broad recruitment for the market, 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	Participation in Job Fair	On February 25, 2023, the Director of Sales participated in the Louisiana Association of Broadcasters Student Career Workshop & Job Fair at the ULL Student Union Atchafalaya Ballroom in Lafayette, Louisiana. It was a five-hour event from 8am until 1pm. This career fair was held in conjunction with the LAB's annual Student Career Workshop. Each company's participation included advance promotion of the career fair on their respective stations and other distribution channels, interaction with career fair attendees, and in some cases on the spot interviews.
4	Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	On May 31, 2023, the Director of Sales, who is the LAB Chairwoman for 2021-2023, participated in the 2023 Annual LAB Convention and Technical Engineering Conference at the Hotel Monteleone in New Orleans. This was a two full-day event. The DOS participated in several of the breakout sessions which covered topics such as learning how to fire up your sales engine and drive sales to new levels, the future of local broadcasting, an EEO and FCC legal update, a broadcast industry federal update, leading into the future which helps managers and leaders balance today's needs and find solutions to empower their employees, , how to better engage your sales teams in the digital space, an interactive sales workshop, how to out-sell your competition, how artificial intelligence can be a threat to broadcast, securing broadcast networks, and more.