

EEO PUBLIC FILE REPORT
Townsquare Media of Lafayette, LLC
KTDY(FM), KPEL-FM, KROF(AM), KPEL(AM), KMDL(FM), KHXT(FM)
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 Nos. 1-3 | 5/1/2023 5/15/2023 7/11/2023 | 1, 2, 3, 4, 5, 9, 10* *The vacancy was only posted on Handshake through 5/31/2023, therefore it does not apply to the third AE hire | RS 1 - 2 RS 2 - 1 RS 3 - 2 RS 4 - 0 RS 5 - 0 RS 6 - 3 RS 7 - 1 RS 8 - 1 RS 9 - 1 <u>RS 10 - 0</u> Total: 11 | 1, 3, 9 |
| Account Executive No. 4 | 11/8/2023 | 1, 2, 3, 4, 5 | RS 1 - 0 RS 2 - 0 RS 3 - 1 RS 4 - 0 RS 5 - 0 <u>RS 8 - 1</u> Total: 2 | 8 |
| Digital & Radio Content Leader / Brand Manager | 4/5/2023 | 1, 2, 3, 4, 5 | RS 1 - 0 RS 2 - 0 RS 3 - 0 RS 4 - 0 RS 5 - 0 <u>RS 7 - 1</u> Total: 1 | 7 |
| On-Air Host/Digital Content Writer – KHXT | 7/5/2023 | 1, 2, 3, 4, 5 | RS 1 - 1 RS 2 - 0 RS 3 - 0 RS 4 - 0 <u>RS 5 - 0</u> Total: 1 | 1 |
| On-Air Host – KPEL | 9/18/2023 | 1, 2, 3, 4, 5 | RS 1 - 2 RS 2 - 0 RS 3 - 1 RS 4 - 0 RS 5 - 0 <u>RS 8 - 1</u> Total: 4 | 8 |

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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 12-month period |
|-------------------------|---|--|--|
| 1 | www.townsquaremedia.com - career page (via Greenhouse) | N | 5 |
| 2 | Indeed.com (via Greenhouse) | N | 1 |
| 3 | LinkedIn (via Greenhouse) | N | 4 |
| 4 | Zip Recruiter (via Greenhouse) | N | 0 |
| 5 | Glassdoor.com (via Greenhouse) | N | 0 |
| 6 | Indeed.com (candidate sourced) | N | 3 |
| 7 | LinkedIn (candidate sourced) | N | 2 |
| 8 | Employee Referral | N | 3 |
| 9 | Louisiana Association of Broadcasters Student Career Workshop & Job Fair (February 25, 2023) | N | 1 |
| 10 | University of Louisiana at Lafayette (via Handshake) | N | 0 |
| TOTAL INTERVIEWS | | | 19 |

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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 July 6, 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 Market President, two local sales managers, two brand managers, and the Director of Content, each which has significant influence over the hiring process and broad recruitment within the market, all 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 March 28, 2023, a Senior Account Executive, who has substantial influence over hiring, attended the McNeese State University Career and Professional Development Career Day from 1-4pm. The fair was held at the McNeese Recreational Sports Complex and was open to students from all academic classifications as an opportunity to network and discuss employment opportunities. The AE was able to discuss careers in broadcast and digital sales with job seekers and had applications on hand for those interested in open positions. |
| 4 | Participation in job fair | On February 14, 2023, a Senior Account Executive, who has substantial influence over hiring, attended the University of Louisiana at Lafayette Spring career fair. The fair was open to students and alumni from all majors who were seeking job opportunities. There were over 156 recruiters/businesses in attendance with over 550 job seekers throughout the day. |
| 5 | Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities | On February 25, 2023, the Director of Sales, who has substantial influence over hiring, participated in the Louisiana Association of Broadcasters Student Career Workshop & Job Fair held at the ULL Student Union Atchafalaya Ballroom in Lafayette, Louisiana. It was a five-hour event from 8am until 1pm. The career fair was held in conjunction with the school's annual Student Career Workshop. Participation included advance promotion of the career fair on the EU's respective stations and other distribution channels, interaction with career fair attendees, and in some cases on the spot interviews. |