

**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, 2022 – September 30, 2023**

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
Account Executive (hired 2/3/2023)	Exigent circumstance	9
Account Executive (hired 4/17/2023)	1, 2, 4	6
Account Executive (hired 4/17/2023)	1, 2, 4	8
Reporter (hired 8/28/2023)	1, 2, 4	4
Brand Manager (hired 6/5/2023)	3	6

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	Townsquare Media corporate webpage www.townsquaremedia.com (via Greenhouse)	N	1
2	Indeed.com (via Greenhouse)	N	1
3	Indeed.com Prospecting	N	0
4	LinkedIn (via Greenhouse)	N	5
5	Glassdoor (via Greenhouse)	N	0
6	Referral	N	3
7	Townsquare Recruiter - Prospect	N	0
8	Market Outreach	N	3
9	Prior Employee	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			14

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On June 21, 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	Participate in Events Sponsored by Educational Institutions	On April 21, 2023, on-air host and brand manager participated together in the Kennewick School District's Tri-Tech Skills Center job fair/mock interview event from 11:15 am to 1:30 pm. The Townsquare representatives interviewed students and discussed details of careers in today's broadcasting field, including on-air, online content, and events. Students were scored and judged by Townsquare representatives and other business leaders throughout the community.
3	Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	Beginning August 21, 2023 and continuing through September 1, 2023, Director of Content/News Reporter participated in a two-week intensive training provided by Townsquare University. The training was geared specifically to help excel content contributors toward the next level of their career path.