

**EEO PUBLIC FILE REPORT**  
**Townsquare License, LLC**  
**Lake Charles Employment Unit**  
**KJEF(AM), KNGT(FM), KHLA(FM), KTSR(FM), KJMH(FM), KLCL(AM)\***  
**February 1, 2023 to January 31, 2024**

\*The license for KJEF was cancelled on January 4, 2024.

**Section 1. Vacancy List**

| <b>Job Title</b>             | <b>Date Filled</b>     | <b>Public Recruitment Sources (RS) Used to Fill Vacancy</b> | <b>Number of Interviewees Referred by Each Source</b>  | <b>RS Referring Hiree</b> |
|------------------------------|------------------------|---|--|---------------------------|
| Account Executive No. 1      | 2/16/2023              | 1, 2, 3, 4, 5   | RS 1 - 0<br>RS 2 - 1<br>RS 3 - 0<br>RS 4 - 0<br>RS 5 - 0<br>RS 6 - 0<br>RS 7 - 1<br><u>RS 8 - 1</u><br>Total: 3                          | 8                         |
| Account Executives No. 2 & 3 | 5/24/2023<br>7/24/2023 | 1, 2, 3, 4, 5, 10   | RS 1 - 0<br>RS 2 - 1<br>RS 3 - 3<br>RS 4 - 0<br>RS 5 - 0<br>RS 6 - 2<br>RS 7 - 1<br>RS 8 - 0<br>RS 9 - 1<br><u>RS 10 - 0</u><br>Total: 8 | 7, 9                      |
| On-Air Host/Producer         | 6/5/2023               | 1, 2, 3, 4, 5, 10   | RS 1 - 1<br>RS 2 - 0<br>RS 3 - 0<br>RS 4 - 0<br>RS 5 - 0<br>RS 7 - 1<br><u>RS 10 - 0</u><br>Total: 2                                     | 1                         |

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**Section 2. Recruitment Source List**

| <b>RS<br/>Number</b>    | <b>RS Information</b>  | <b>Source<br/>Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>over<br/>12-month period</b> |
|-------------------------|--|--|--|
| 1                       | <a href="http://www.townsquaremedia.com">www.townsquaremedia.com</a> - career page<br>(via Greenhouse) | N  | 1  |
| 2                       | Indeed.com (via Greenhouse)  | N  | 2  |
| 3                       | LinkedIn (via Greenhouse)  | N  | 3  |
| 4                       | Zip Recruiter (via Greenhouse)   | N  | 0  |
| 5                       | Glassdoor.com (via Greenhouse)   | N  | 0  |
| 6                       | Indeed.com (candidate sourced)   | N  | 2  |
| 7                       | LinkedIn (candidate sourced)   | N  | 3  |
| 8                       | Employee Referral  | N  | 1  |
| 9                       | Internal Promotion   | N  | 1  |
| 10                      | Southwest Louisiana Business Showcase<br>(April 20, 2023)  | N  | 0  |
| <b>TOTAL INTERVIEWS</b> |  |  | <b>13</b>  |

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**Section 3. Recruitment Initiatives**

|   | <b>Type of Recruitment Initiative</b>   | <b>Brief Description of Activity</b>   |
|---|---|--|
| 1 | Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. | On August 29, 2023, both the Regional Vice President and 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 8, 2023, Market President 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 April 20, 2023, the Market President, along with two Senior Account Executives, participated in the Southwest Louisiana Business Showcase sponsored by the Chamber of Southwest Louisiana Business and the West Calcasieu Chamber of Commerce. The event took place from 3pm-7pm at the West Cal Event Center as a traditional booth-to-booth and business-to-business meeting. The Townsquare representatives were able to meet with potential candidates visiting the booth and share with them the open opportunities at Townsquare. |