

EEO PUBLIC FILE REPORT
Townsquare Media of Fort Collins, Inc.
Fort Collins Employment Unit
KUAD-FM / KTRR(FM) / KMAX-FM / KKPL(FM)
December 1, 2022 to November 30, 2023
Amended May 6, 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
On-Air Host/Producer	6/6/2023	1, 2, 3, 4, 8, 9	RS 1 - 8 RS 2 - 3 RS 3 - 4 RS 6 - 1 RS 7 - 2 <u>RS 9 - 1</u> Total: 19	1
Account Executive No. 1 and No. 2	5/22/2023 (both)	1, 2, 3, 4	RS 2 - 1 RS 6 - 2 <u>RS 7 - 1</u> Total: 4	2, 7
Account Executive No. 3	9/11/2023	1, 2, 3, 4	RS 1 - 2 RS 2 - 2 RS 3 - 2 Total: 6	2
Account Executive No. 4	1/9/2023	1, 2, 3, 4	RS 1 - 1 RS 2 - 2 RS 3 - 5 RS 5 - 1 RS 7 - 1 Total: 10	7

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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	11
2	Indeed.com (via Greenhouse)	N	8
3	LinkedIn (via Greenhouse)	N	11
4	Zip Recruiter (via Greenhouse)	N	0
5	Indeed.com (candidate sourced)	N	1
6	LinkedIn.com (candidate sourced)	N	3
7	Employee Referral	N	4
8	Social Media – Facebook	N	0
9	Social Media – Trade Press	N	1
10	Internal Applicant/Promotion	N	0
	TOTAL INTERVIEWS		39

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	Internship program designed to assist members of the community to acquire skills needed for broadcast employment	On April 27, 2023, the EU began hosting a student intern from Fossil Ridge Highschool (every Friday for three hours). The student is still an intern with the station and will remain with the station through the end of the year. The intern is supervised by the Director of Content and spends her time working on programming and promotions (writing articles, assist with promotional winners, and onsite activations for promotions, etc.).
3	Internship program designed to assist members of the community to acquire skills needed for broadcast employment	Beginning January 8, 2023 and continuing through May 8, 2023, the EU hosted a student intern from the Front Range Community College. The intern was supervised and worked closely with the Director of Content under the real day-to-day pressure of a “live production” setting, operating the board, editing clips, and assisting with daily broadcast duties

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4	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On September 7, 2023, the Director of Content gave a studio tour to a group of students from the WEST Program (Windsor Exceptional Students in Transition).
5	Participation in other activities designed to widely disseminate information about employment opportunities in broadcasting	The EU's Director of Content sits on the communication media advisory board for Aims Community College. The Committee meets once per quarter for 1.15 hours to discuss topics including how the university can better partner with industries in the area, how the university can re-brand or market their communications/media program, how to get students out in the field working more efficiently, and provides input to the Advisory Board curriculum for the Mass Communication Department