

**TOWNSQUARE MEDIA OF FORT COLLINS, INC.**  
**KUAD-FM / KTRR(FM) / KMAX-FM / KKPL(FM)**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2021 – November 30, 2022**  
**Amended May 6, 2024**

**SECTION I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

<b>Job Title</b>	<b>Date of Hire</b>	<b>Public Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>Interviews per Source</b>	<b>RS Referring Hiree</b>
Account Executive No. 1 & 2	1/24/2022 2/14/2022	1, 2, 3, 6	RS 1 - 1 RS 4 - 1 Total: 2	1, 4
Account Executive No. 3 & 4	5/31/2022 6/6/2022	1, 2, 3, 6	RS 1 - 3 RS 2 - 3 RS 6 - 1 RS 7 - 2 Total: 9	7, 1
Director of Content	12/6/2021	1, 2, 3, 6	RS 2 - 1 RS 6 - 1 Total: 2	2
Market President	8/22/2022	1, 2, 3, 6, 9, 14	RS 4 - 1 RS 6 - 1 RS 14 - 1 RS 15 - 1 Total: 4	4

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	Indeed.com via Greenhouse (Indeed also independently posts vacancy to Glassdoor.com)	No	4
2	LinkedIn.com via Greenhouse	No	4
3	Zip Recruiter	No	0
4	Referral (Employee)	No	2
5	Previous Employee	No	0
6	Townsquare Corporate Website via Greenhouse	No	3
7	Indeed Sourced	No	2
8	Internal Transfer	No	0
9	Colorado State University via Handshake.com	No	0
10	NAACP Michael Lynch NAACP Denver Youth Council PO Box 1234 Westminster, CO 80030 303-428-1593	No	0
11	Front Range Community College via Purple Briefcase	No	0
12	National Association of Hispanic Journalists	No	0
13	Market Outreach	No	0
14	Career Builder	No	1
15	LinkedIn (candidate sourced)	No	1
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>17</b>

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Establishment of training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	On August 16-19, 2022, a sales team member attended four-day “Top Gun” training program designed to help train and advance top sellers to the next level of their careers.
<b>2</b>		
<b>3</b>		
<b>4</b>		
<b>5</b>		
<b>6</b>		
<b>7</b>		
<b>8</b>		
<b>9</b>		
<b>10</b>		