

Townsquare License, LLC
Killeen-Temple Employment Unit
KOOC(FM), KSSM(FM), KUSJ(FM), KLTD(FM), KTEM(AM)

EEO PUBLIC FILE REPORT
April 1, 2022 – March 31, 2023

Section I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

| Job Title | Recruitment Sources (“RS”) Used to Fill Vacancy | RS Referring Hiree |
|---------------------|--|---------------------------|
| Market President | 6, 8, 9 | 8 |
| Brand Manager | 6, 8, 9 | 6 |
| Account Executive | 6, 8, 9 | 7 |
| Production Director | 6, 8, 9 | 14 |

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Section II. MASTER RECRUITMENT SOURCE LIST (“MRS L”)

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|---|---|--|
| 1 | On-Air Advertisements KUSJ, KOOC, KLTD, KTEM, KSSM | No | 0 |
| 2 | New Beginnings Job Fair Killeen, TX | No | 0 |
| 3 | Allaccess.com | No | 0 |
| 4 | University of Mary Hardin Baylor Career Placement 900 College St. Belton TX 76513 Fax: 254-295-5692 | No | 0 |
| 5 | Central Texas College Career Placement 6200 West Central Texas Expressway Killeen TX 76549 Fax: 254-526-1480 | No | 0 |
| 6 | Townsquaremedia.com (via Greenhouse) | No | 5 |
| 7 | Referral | No | 3 |
| 8 | LinkedIn (via Greenhouse) | No | 3 |
| 9 | Indeed.com (via Greenhouse) | No | 4 |
| 10 | Careerbuilder.com (via Greenhouse) | No | 0 |
| 11 | Glassdoor.com (via Greenhouse) | No | 0 |
| 12 | Inside Radio | No | 0 |
| 13 | RAMP (Trade Publication) | No | 0 |
| 14 | Internal Job Posting (Company Employee) | No | 1 |
| 15 | LinkedIn (sourced) | No | 6 |
| 16 | Indeed (sourced) | No | 2 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 24 |

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Section III. RECRUITMENT INITIATIVES

| Type Of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|--|--|
| Participation in Job Fairs | Townsquare Media attended the New Beginnings Job Fair on May 4, 2022. The stations handed out information, applications, and discussed open positions and internships. Candidates included strong participation from women and minorities. The stations' Production Director and Senior Account Executive, each who had significant responsibility for hiring decisions at the time (there was no Market President during this period), was in attendance. |
| Training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination | On March 21, 2023, new Market President participated in webinar for training on FCC EEO obligations. |
| Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination | The new Market President completed "Diverse Talent in Recruiting and Hiring, The Importance of Diversity Recruiting Efforts," by Christie Lindor CEO of Tessi Consulting, via LinkedIn Learning on March 18, 2023. The training included methods to prevent discrimination. |