

Exhibit 5

Documentation of Outreach Initiatives

The attached materials document at least two points worth of initiatives included in the 2021-2022 and 2022-2023 EEO public file reports and generally are presented in the order that the initiatives appear in those reports.

From: @gmail.com>
Sent: Monday, March 21, 2022 10:46 AM
To: @townsquaremedia.com>
Subject: Re: Senior Job Shadowing

Great! Today, monday the 21, I will be there from 2 to 5. Tomorrow I will be able to come in during the morning. I will update you if anything changes, but the hours you have stated work for me. I will have no papers for you today, but tomorrow I will. Thank you!

On Tue, Mar 15, 2022, 5:47 PM @townsquaremedia.com> wrote:

Nice!

If you'll be around during Spring Break, you can come in 3 hours each day between Monday and Thursday (I'll be gone Friday), then we can do Monday in the afternoon the following week so your hours are covered. That should be about 15 hours at the radio station and you can use the rest of the hours to work on and finalize the paperwork.

During Spring Break, you can either come in from 10-1 or 2-5. Just let me know what time each day so I can make sure I'm here. If you come in the mornings there will be more people here for you to meet and learn from.

From: @gmail.com>
Sent: Saturday, March 12, 2022 2:50 PM
To: @townsquaremedia.com>
Subject: Senior Job Shadowing

Hi, this is . I believe you've spoke with my father, . I apologize for contacting you so late, I sent my dad the wrong email address. I would absolutely love to job shadow there and learn more about a profession within radio broadcasting! As far as the requirements go, I will need 20 accumulative hours of experience in the workplace. I will also need one person to be my official mentor and sign their name on a few papers, but I am allowed to learn from others about the many positions in a radio station. I will need the mentor to advocate for my time spent there, as well as give a small performance review at the end. I will provide these forms. As far as scheduling goes, I am available after school on Mondays. Saturdays are free as well. My spring break is from the 20th of March to the 27th, all of those days are open for me. I am flexible enough if there are any specific days you would prefer me to shadow on. Thank you for your interest in helping me, I look forward to your response.

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From: @townsquaremedia.com>
Sent: Thursday, March 24, 2022 1:15 PM
To: @townsquaremedia.com>
Subject: Re: School Project/Exchange Student

Hi , just a heads up that will be there at three I am out on a job and so will bring her in to meet you. She is a little nervous but excited. Thanks so much for your help with this! I'll be there at 5 o'clock to pick her up.

Sent from my iPhone

On Mar 23, 2022, at 4:49 PM,
@townsquaremedia.com> wrote:

Let's do from 3 to 5 please! Thank you so much for your flexibility! I appreciate you!

Sent from my iPhone

On Mar 23, 2022, at 2:57 PM,
@townsquaremedia.com> wrote:

Yes. If she wants to come in at 10 instead, that works. Before that I'm booked, or if she wants to come in the afternoon from 3-5.

From: @townsquaremedia.com>
Sent: Wednesday, March 23, 2022 12:48 PM
To: @townsquaremedia.com>
Subject: Re: School Project/Exchange Student

Hi
I booked a last-minute job for my cleaning business tomorrow it starts at 10. Is there any chance that might be able to come in tomorrow morning a little earlier?

On Mar 15, 2022, at 5:34 PM,
@townsquaremedia.com> wrote:

I'm off the 25th. Can she come in from 11a to 1p on the 24th?

From:

@townsquaremedia.com>

Sent: Tuesday, March 15, 2022 5:13 PM

To: @townsquaremedia.com>

Subject: Re: School Project/Exchange Student

Hi

Would Friday, March 25th work for you? We will be on vacation 3/18-3/22. She would need to shadow for 2 hours.

Thanks for letting me know!

Best,

On Mar 14, 2022, at 11:27 AM,
@townsquaremedia.com>
wrote:

Yes, that sounds cool. When does she need to do this? I have someone coming in to shadow over Spring Break, she could come at the same time or pick her own times and days.

From:

@townsquaremedia.com>

Sent: Monday, March 14, 2022 10:50 AM

To:

@townsquaremedia.com>

Subject: School Project/Exchange Student

Hi

My foreign exchange student, _____, has to do a

job shadow as a part of her school assignment.
Wondering if you would be willing to allow her
to come and do a job shadow with you? It
would only need to be for a couple hours.

Thanks for letting me know!

Best,

Screenshot of calendar invite for April 27, 2022 station tour to church youth group

Invitation: Northwood Church youth group @ Wed Apr 27, 2022 6pm - 7pm (CDT)

@townsquaremedia.com



Required

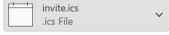
@gmail.com

@gmail.com; Shaun Collignon

Accept Tentative Decline Propose New Time

Tue 4/26/2022 8:04 PM

As the meeting organizer, you do not need to respond to the meeting.



Wednesday, April 27, 2022 7:00 PM-8:00 PM

You have been invited to the following event.

Northwood Church youth group

When Wed Apr 27, 2022 6pm - 7pm Central Time - Chicago

Calendar @townsquaremedia.com

Who @gmail.com organizer

@townsquaremedia.com

[more details »](#)

Going @townsquaremedia.com)? [Yes](#) - [Maybe](#) - [No](#) [more options »](#)

Invitation from [Google Calendar](#)

You are receiving this email at the account @townsquaremedia.com because you are subscribed for invitations on calendar @townsquaremedia.com

To stop receiving these emails, please log in to <https://calendar.google.com/calendar/> and change your notification settings for this calendar.

Forwarding this invitation could allow any recipient to send a response to the organizer and be added to the guest list, or invite others regardless of their own invitation status, or to modify your RSVP. [Learn More](#)

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Screenshot of station employee accepting calendar invite for April 27, 2022 station tour to church youth group.

Tue 4/26/2022 8:10 PM

@townsquaremedia.com>

Accepted: Northwood Church youth group

To j@gmail.com

When Wednesday, April 27, 2022 11:00 PM to Thursday, April 28, 2022 12:00 AM (UTC+00:00) Monrovia, Reykjavik.

Location

ⓘ We couldn't find this meeting in the calendar. It may have been moved or deleted.
Shaun Collignon has accepted this meeting.



From: @townsquaremedia.com>
Sent: Thursday, April 28, 2022 2:35 PM
To:
Subject: EEO - Youth Group Visit To Radio Station 4/27/22

On Wednesday, April 27th we had a church youth group come to the radio station for a tour.

There were 4 adults and 6 teenage boys. The visit lasted 1 hour.

During the visit, I showed them the rooms in the building and explained the purpose of each. We covered how a radio station works including automation, Voice Tracks, time delay on the News/Talk station, music scheduling for the FM stations, and how we decide what we are going to talk about during our shows. We also covered the digital aspect of radio with website maintenance and content creation (writing stories and creating graphics). I recorded each of the boys' voices so they could hear themselves and feel what it's like to have your voice recorded.

We also went over the various job opportunities at a radio station including sales, on-air, and website contribution.

EEO Submission - CSI Class Instruction

@townsquaremedia.com>

Fri 1/27/2023 2:10 PM

To: @townsquaremedia.com>

On September 21st, 2022 from 11:30AM to 1PM, I instructed a media and entrepreneur class on how to stand out in our current world. There were about 30 students in the classroom with an additional 60 to 80 who watched online at the time or in the recorded upload.

We discussed social media representation and how to deal with comments (good and bad) and the importance of having an easy-to-find and user-friendly website.

We covered how online representation and interaction have changed over recent years.

SEO, headline, and image usage were covered in the class also.

The students were allowed to ask questions during the presentation and for about 15 minutes after.

EEO Report

@townsquaremedia.com>

Mon 4/3/2023 3:25 PM

To: @townsquaremedia.com>

On September 19th, 2022 from 10AM to 12PM, Digital Sales Lead spoke to the Business Management and Entrepreneurship program class at the college of southern Idaho on a few digital tactics and how they fit into advertising and the importance of advertising for their business. There were about 30 students in the classroom with an additional 60 to 80 who watched online at the time or in the recorded upload. We discussed how digital advertising actually gets in front of their propenal clients. We talked about what they should be getting when they run a campaign, results and reporting. We talked about what a KPI is and ROI. The students were allowed to ask questions during the presentation and the interaction was great.

Digital Sales Lead

Mobile: 208-731-

Phone: 208-737-

Email:

@TownsquareMedia.com

415 Park Ave.
Twin Falls, ID 83301

TownsquareTwinFalls.com



Email correspondence regarding Program Manager and Digital Sales Lead presentations to College of Southern Idaho students on September 19 and 21, 2022.

From: @csi.edu>
Sent: Friday, September 16, 2022 11:24 AM
To: @townsquaremedia.com>;
@townsquaremedia.com>
Subject: Power Point Presentations?

Happy Friday and

Thank you again for agreeing to speak to our class next week. We have 25 students in person, and another 100 that will view it online. We are now in Canyon Building 123F. (So just turn right down the hall, not left)

I have on Monday (19th) at 10-11:20am, and on Wednesday (21st) 10-11:20am

If you guys need to leave early, that's no problem. I know you're busy!

Would you like to send me your Power Point presentations from last year? If so, I can be sure they open in advance of your coming. I tried again to open the one from last year, but it keeps coming up on the Townsquare OneDrive. Do you want to send me just a plain exported .pptx file?

Thank you, guys, again. This means so much.

EEO Submission - CSI Intern

@townsquaremedia.com>

Fri 1/27/2023 2:10 PM

To: @townsquaremedia.com>

came to us from the CSI multimedia program.

We spent 50 hours over the course of 11 weeks between September 16th, 2022 and November 22nd, 2022 learning about SEO for businesses and the importance of an online presence.

We also discussed writing articles that will get the attention of readers and how to best use photos, headlines, links, and timing for ideal reach.

I had her write 2 stories, which were shared on our 4 local station websites, about local events or observations about the area.

We also covered how to create engaging graphics for social media, and shared them on our Facebook pages.

She also helped to create and edit audio imaging to play on KOOL.

EEO Submission - CSI Intern

@townsquaremedia.com>

Fri 1/27/2023 2:10 PM

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I had her write 2 stories, which were shared on our 4 local station websites, about local events or observations about the area.

We also covered how to create engaging graphics for social media, and shared them on our Facebook pages.

She also helped to create and edit audio imaging to play on KOOL.

From: @townsquaremedia.com>
Sent: Friday, August 26, 2022 4:17 PM
To: @csi.edu>
Subject: Re: Interns??

Fantastic. Let's do that.

From: @csi.edu>
Sent: Friday, August 26, 2022 3:47 PM
To: @townsquaremedia.com>
Subject: RE: Interns??

I checked with both women and they can meet with you on Tuesday at 1:15 if that would work for you.

Professor/Program Manager
Business Management and Entrepreneurship
College of Southern Idaho
Twin Falls, ID 83303
Canyon 122B

[@csi.edu](mailto:)

208-732

From: @townsquaremedia.com>
Sent: Thursday, August 25, 2022 8:05 PM
To: @csi.edu>
Subject: Re: Interns??

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We can do the same time at 1:15

From: [@csi.edu](mailto:)>

Sent: Thursday, August 25, 2022 6:37 PM

To: @townsquaremedia.com>

Subject: RE: Interns??

Of course. I will let students know. Is there a time Monday afternoon that works well for you?

Professor/Program Manager
Business Management
and Entrepreneurship Program
College of Southern Idaho
315 Falls, Ave.
Twin Falls, ID 83301
Canyon 132

@csi.edu

208-732-

From: @townsquaremedia.com>

Sent: Thursday, August 25, 2022 6:35 PM

To: @csi.edu>

Subject: Re: Interns??

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I'm so sorry - can we move this meeting to Monday or another day next week?

From: @csi.edu>

Sent: Tuesday, August 23, 2022 2:14 PM

To: @townsquaremedia.com>

Subject: RE: Interns??

Wonderful! See you then.

And thank you for hosting interns.

Professor/Program Manager
Business Management and Entrepreneurship
College of Southern Idaho
Twin Falls, ID 83303

Canyon 122B

[@csi.edu](mailto:)

208-732-

From: [@townsquaremedia.com](mailto:)>

Sent: Tuesday, August 23, 2022 2:14 PM

To: [@csi.edu](mailto:)>

Subject: Re: Interns??

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That works for me. Thanks.

From: [@csi.edu](mailto:)>

Sent: Tuesday, August 23, 2022 2:12 PM

To: [@townsquaremedia.com](mailto:)>

Subject: RE: Interns??

They get out of class at 12:50. We could do the radio station but we would need the meeting to start at about 1:15. Would that work for you?

Professor/Program Manager
Business Management and Entrepreneurship
College of Southern Idaho
Twin Falls, ID 83303
Canyon 122B

[@csi.edu](mailto:)

208-732

From: [@townsquaremedia.com](mailto:)>

Sent: Tuesday, August 23, 2022 2:12 PM

To: [@csi.edu](mailto:)>

Cc: [@csi.edu](mailto:)>

Subject: Re: Interns??

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That's awesome. Yes, I can do Friday at 1PM. Here at the radio station or somewhere else?

From: [@csi.edu](mailto:)>

Sent: Tuesday, August 23, 2022 12:55 PM

To: @townsquaremedia.com>
Cc: @csi.edu>
Subject: RE: Interns??

Hi

I'm excited to share with you that I have two very strong students who are interested in working with your company as interns. Would you have time to get together with them, and me, on Friday at about 1 or 2 to discuss what they would be doing for Townsquare Media during the term?

Professor/Program Manager
Business Management and Entrepreneurship
College of Southern Idaho
Twin Falls, ID 83303
Canyon 122B

@csi.edu
208-732

From: @townsquaremedia.com>
Sent: Wednesday, August 17, 2022 4:36 PM
To: @csi.edu>
Subject: Re: Interns??

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Excellent. Is there a certain number of hours they need to complete during the internship? Our internships would follow the first path of focus working on a variety of skill building tasks.

From: @csi.edu>
Sent: Wednesday, August 17, 2022 3:58 PM
To: @csi.edu>; @townsquaremedia.com>
Subject: RE: Interns??

How exciting!...and hello

Internships can take two paths of focus.

1. Students build skills within a company working on a variety of tasks that build management and marketing skills, or
2. Students can work on somewhat larger projects (individually or as a team) that take the entire

term.

Areas of focus can vary depending upon your needs. The most important thing is that students are learning skills that apply directly to future careers.

Professor/Program Manager
Business Management and Entrepreneurship
College of Southern Idaho
Twin Falls, ID 83303
Canyon 122B

[@csi.edu](mailto:)

208-732-

From: [@csi.edu](mailto:)>
Sent: Wednesday, August 17, 2022 12:33 PM
To: [@townsquaremedia.com](mailto:)>
Cc: [@csi.edu](mailto:)>
Subject: Re: Interns??

Wonderful news ! Thank you so much

As far as internship requirements, I will have our Program Director, Professor speak to those. She deals directly with the interns.

- could you please let know what specifically he would need to do to get BME Program interns this semester? I can personally attest to the value would bring to students. He has abundant knowledge to share in Digital Media, Marketing, Advertising, Promotion, Press and Writing.

Thank you!

From: [@townsquaremedia.com](mailto:)>
Sent: Wednesday, August 17, 2022 12:05 PM
To: [@csi.edu](mailto:)>
Subject: Re: Interns??

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I can take interns - what are their requirements?

I can also do the class...but I have to go over calendars

I'll try to have a date for you today or tomorrow.

From: [@csi.edu](mailto:)>
Sent: Wednesday, August 17, 2022 8:00 AM
To: [@townsquaremedia.com](mailto:)>
Subject: Interns??

Good Morning

Are you looking for any interns? Some of the program kids MUST do an internship, so next week would be a great time to get this out. Please let me know.

Also...any chance you would speak to my Digital Marketing students again? **Your guest appearances were THE HIGHLIGHT of their semester.** This year we have 25 students in person and another 50 who will watch your presentation later online.

I know you're very busy... but is there any chance you might be available on any of these day/times?

Mon, Sept 5 10am-11:20am
Wed, Sept 7 10am-11:20am
Mon, Sept 12 10am-11:20am
Wed, Sept 21 10am-11:20am

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From: @csi.edu>
Sent: Thursday, September 8, 2022 4:55 PM
To: @townsquaremedia.com>; @csi.edu>
Subject: Re: Internship With Townsquare Media

I am looking forward to it, thank you!

From: @townsquaremedia.com>
Sent: Thursday, September 8, 2022 4:52:31 PM
To: @csi.edu>; @csi.edu>
Subject: Re: Internship With Townsquare Media

Some people who received this message don't often get email from @townsquaremedia.com. [Learn why this is important](#)

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Brilliant. Let's start on Tuesday and I'll see you here. Thanks.

From: @csi.edu>
Sent: Thursday, September 8, 2022 10:47 AM
To: @csi.edu>; @townsquaremedia.com>
Subject: Re: Internship With Townsquare Media

Hi there , I think and I have agreed to come on Tuesdays from 3:30pm-whenever needed and Friday from 1:15pm-4:00pm. would that work for you?

From: @csi.edu>
Sent: Wednesday, September 7, 2022 2:24 PM
To: @townsquaremedia.com>; @csi.edu>
Subject: Re: Internship With Townsquare Media

Hi ! Let me look at my schedule and talk with about when we're both free, that way we can learn together!

Get [Outlook for iOS](#)

From: @townsquaremedia.com>
Sent: Wednesday, September 7, 2022 11:37:16 AM
To: @csi.edu>; @csi.edu>
Subject: Internship With Townsquare Media

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Hello , sorry it's been a few days since we met up. Let's get you started this week!
What days and times are you each available to come in so I can put together a schedule?

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From:

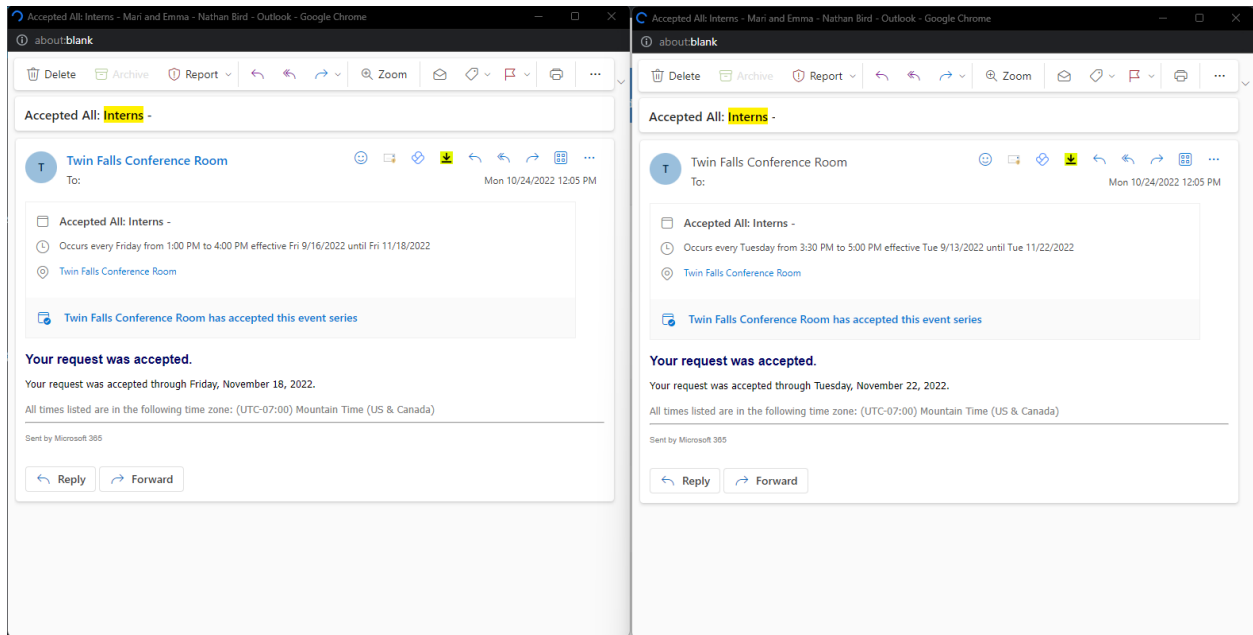
Sent: Monday, October 24, 2022 12:56 PM

To: @csi.edu>; @csi.edu>

Subject: Your Stories Are Up!

Thanks for your work on these - we'll check in on Tuesday to see how they do.

Screenshots of calendar invites confirming both September 16 to November 22, 2022 internships



Screenshot of calendar entries demonstrating Account Executive's participation in "Top Gun" training program August 30 to September 2, 2022.

| Top Gun | | | | |
|--------------------------------|--|-------------------------|-------------------------|-------------------------|
| Results | | | | |
| 📅 | SUBJECT | LOCATION | START | END |
| Recurrence: (none): 13 item(s) | | | | |
| | | Zoom | Thu 8/12/2021 1:30 PM | Thu 8/12/2021 2:30 PM |
| | | | Thu 11/11/2021 10:00 AM | Thu 11/11/2021 10:30 AM |
| | | | Thu 1/13/2022 10:00 AM | Thu 1/13/2022 10:30 AM |
| | Top Gun Academy Sessions: Solutions to Goals QuickFIRE & Group Discussion | Microsoft Teams Meeting | Tue 8/30/2022 10:00 AM | Tue 8/30/2022 11:30 AM |
| | Top Gun Academy Sessions: Townsquare DNA - Deep Dive | Microsoft Teams Meeting | Wed 8/31/2022 10:30 AM | Wed 8/31/2022 12:00 PM |
| | Top Gun Academy Sessions: Budget Recommendations & Negotiations | Microsoft Teams Meeting | Thu 9/1/2022 10:00 AM | Thu 9/1/2022 11:30 AM |
| | Top Gun Academy Sessions: The Pitch | Microsoft Teams Meeting | Fri 9/2/2022 10:00 AM | Fri 9/2/2022 11:30 AM |
| | | Microsoft Teams Meeting | Tue 10/18/2022 10:00 AM | Tue 10/18/2022 11:00 AM |
| | | Teams Meeting | Tue 10/25/2022 10:00 AM | Tue 10/25/2022 11:30 AM |
| | | Microsoft Teams Meeting | Wed 10/26/2022 11:00 AM | Wed 10/26/2022 12:30 PM |
| | | Microsoft Teams Meeting | Thu 10/27/2022 10:00 AM | Thu 10/27/2022 11:30 AM |
| | | Microsoft Teams Meeting | Fri 10/28/2022 10:00 AM | Fri 10/28/2022 11:30 AM |
| | | Microsoft Teams Meeting | Fri 9/8/2023 10:00 AM | Fri 9/8/2023 10:30 AM |

Search Complete.

