

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

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

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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	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 (April 20, 2023)	N	0
TOTAL INTERVIEWS			13

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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, 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.