

**TOWNSQUARE LICENSE, LLC**  
**St. George Employment Unit**  
**KXFF(FM), KXBN(FM), KSUB(AM), KREC(FM),**  
**KHKR(AM), KDXU(AM), KCIN(FM), KIYK(FM)**

**EEO PUBLIC FILE REPORT**

**June 17, 2022-May 31, 2023\***

(\*Townsquare License, LLC acquired the stations on June 17, 2022)

**I. VACANCY LIST**

See Master Recruitment Source List for recruitment source data

| Job Title                                 | Recruitment Sources (RS) Used to Fill Vacancy | RS Referring Hiree |
|---|---|--------------------|
| Digital Managing Editor (hired 3/13/2023) | 1, 2, 4                                       | 1                  |
| Director of Content (hired 4/3/2023)      | 1   | 1                  |
| Account Executive No. 1 (hired 2/1/2023)  | 1, 2, 4                                       | 1                  |
| Account Executive No. 2 (hired 1/3/2023)  | 1, 2, 4                                       | 7                  |
| Account Executive No. 3 (hired 12/1/2022) | 1, 2, 4                                       | 3                  |
| Account Executive No. 4 (hired 8/29/2022) | exigent circumstances                         | 7                  |
| Local Account Manager (hired 9/12/2022)   | 1, 2, 4, 8                                    | 7                  |
| Market President (hired 11/1/2022)        | 2, 4  | 7                  |

**II. MASTER 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  | Townsquare Media corporate webpage (via Greenhouse) | No  | 5   |
| 2  | LinkedIn (via Greenhouse)                           | No  | 1   |
| 3  | LinkedIn (sourced)                                  | No  | 2   |
| 4  | Indeed (via Greenhouse)                             | No  | 3   |
| 5  | Indeed (sourced)                                    | No  | 0   |
| 6  | Trade Press Networking                              | No  | 0   |
| 7  | Employee Referral                                   | No  | 4   |
| 8  | Zip recruiter (via Greenhouse)                      | No  | 0   |
| <b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b> |   |   | <b>16</b>   |

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**III. RECRUITMENT INITIATIVES**

|   | <b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>   | <b>BRIEF DESCRIPTION OF ACTIVITY</b>   |
|---|--|--|
| 1 | Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. | Account Executive participated in a four-day “Top Gun” training program (90 minutes each day, 9/13/2022 through 9/16/2022) which was designed by Townsquare to help train and advance the top 15% of Ignite sellers to the next level in their career.   |
| 2 | Internship program designed to assist members of the community to acquire skills needed for broadcast employment             | Unit participated in a local outreach program with Washington County School District. Two students worked with the employment unit from February 23, 2023 through April 23, 2023. Both students were on air with the SEU’s local personalities and worked during remote sports broadcasts as board ops and helped arrange schedules for on-air talent. KHKR Program Director supervised the interns.   |
| 3 | Participation in events/programs with educational institutions relating to career opportunities in broadcasting              | Brand Manager for KDXU participated in Utah Tech University job event on Sept. 14, 2022 and again on October 26, 2022. Each event took place right at the University. SEU worked with the Handshake program at the University which allowed students to sign up in advance for the resources they felt best suited their needs. SEU discussed the job chart of our business and how everyone is responsible for a particular role and how everyone helps to make the day-to-day airing of a radio program work both productively and financially. We discussed different classes that would be beneficial to help them advance into becoming part of a business department, programming department, and production department – all integral parts of a radio group. Internships were discussed and offered to the students. |