

**EEO PUBLIC FILE REPORT**  
**Townsquare License, LLC**  
**Lubbock Employment Unit**  
**KFMX-FM, KQBR-FM, KKAM-AM, KZII-FM, KFYO-AM, KFYO-FM, KKCL-FM**  
**April 1, 2023 to March 31, 2024**

**Section 1. Vacancy List**

| <b>Job Title</b> | <b>Date Filled</b> | <b>Public Recruitment Sources (RS) Used to Fill Vacancy</b> | <b>Number of Interviewees Referred by Each Source</b>   | <b>RS Referring Hiree</b> |
|------------------|--------------------|---|---|---------------------------|
| Market President | 11/6/2023          | 1, 2, 3, 4, 5   | RS 1 - 0<br>RS 2 - 0<br>RS 3 - 2<br>RS 4 - 0<br>RS 5 - 0<br>RS 6 - 0<br>RS 7 - 0<br>RS 8 - 0<br><u>RS 9 - 1</u><br>Total: 3 | 9                         |

**Section 2. Recruitment Source List**

| <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                       | <a href="http://www.townsquaremedia.com">www.townsquaremedia.com</a> - career page (via Greenhouse) | N  | 0  |
| 2                       | Indeed.com (via Greenhouse)   | N  | 0  |
| 3                       | LinkedIn (via Greenhouse)   | N  | 2  |
| 4                       | Zip Recruiter (via Greenhouse)  | N  | 0  |
| 5                       | Glassdoor.com   | N  | 0  |
| 6                       | Indeed.com (candidate sourced)  | N  | 0  |
| 7                       | LinkedIn (candidate sourced)  | N  | 0  |
| 8                       | Employee Referral   | N  | 0  |
| 9                       | Former Employee   | N  | 1  |
| <b>TOTAL INTERVIEWS</b> |   |  | <b>3</b>   |

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**Section 3. Recruitment Initiatives**

|   | <b>Type of Recruitment Initiative</b>   | <b>Brief Description of Activity</b>  |
|---|---|---|
| 1 | Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. | On August 29, 2023, the then current 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 February 7, 2024, the new Market President and Regional Vice President both 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. |