

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Odessa-Midland Employment Unit
KBAT-FM, KZBT-FM, KMND-AM, KODM-FM, KNFM-FM
04/01/22 – 03/31/23

Section 1. Vacancy List

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS that Referred the hire
Account Executive	2, 5, 6, 7, 9	8
Account Executive	2, 5, 6, 7, 9	5
Account Executive	2, 5, 6, 7	4
Market President	2, 5, 6	4

Section 2. Recruitment Source List

RS Number	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS over 12-month period
1	On-Air Vacancy Announcements KBAT, KNFM, KZBT, KODM, KMND-AM	No	0
2	www.townsquaremedia.com (via Greenhouse)	No	0
3	Glassdoor.com (via Greenhouse)	No	0
4	Employee Referral	No	5
5	Linked In (via Greenhouse)	No	1
6	Indeed.com (via Greenhouse)	No	0
7	Career Resources / Handshake Univ. of Texas Permian Basin 4901 East University Odessa, TX 79762	No	0
8	Internal job posting (Company employee)	No	1
9	Open House	No	0
	Total Number of Interviews over 12-month period:		7

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Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
<p>Participation in event sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.</p>	<p>Brand Manager and three Account Executives attended the Roseland Oil & Gas Convention at the Midland County Horseshoe Pavilion on March 22, 2023 and March 23, 2023 from 9am – 5pm. Station set up a booth for networking purposes and was available to speak with potential candidates about opportunities for employment in broadcast.</p>
<p>Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.</p>	<p>On April 21-22, 2022, stations hosted an Open House event. The event was promoted through on-air broadcasts and through direct emails. Attendees participated in tours of the station and were able to speak with different staff members throughout. The stations posted a list of vacancies for potential candidates. Both the Market President and sales team were available for one-on-one discussions for those interested in broadcast and/or sales employment opportunities. Resumes were collected by the market president.</p>