

**EEO PUBLIC FILE REPORT**  
**Townsquare License, LLC**  
**Odessa-Midland Employment Unit**  
**KBAT(FM), KZBT(FM), KMND(AM), KODM(FM), KNFM(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>
Account Executive No. 1	6/15/2023	1, 2, 3, 4, 5	RS 1 - 0 RS 2 - 0 RS 3 - 0 RS 4 - 0 RS 5 - 0 <u>RS 8 - 1</u> Total: 1	8
Account Executive No. 2	11/6/2023	1, 2, 3, 4, 5	RS 1 - 0 RS 2 - 2 RS 3 - 1 RS 4 - 0 <u>RS 5 - 0</u> Total: 3	3
Director of Content	1/2/2024	1, 2, 3, 4, 5	RS 1 - 0 RS 2 - 0 RS 3 - 0 RS 4 - 0 RS 5 - 0 RS 6 - 0 RS 7 - 2 <u>RS 9 - 1</u> Total: 3	7

**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	2
3	LinkedIn (via Greenhouse)	N	1
4	Zip Recruiter (via Greenhouse)	N	0
5	Glassdoor.com	N	0
6	Indeed.com (candidate sourced)	N	0
7	LinkedIn (candidate sourced)	N	2
8	Employee Referral	N	1
9	Trade Press (social media)	N	1
<b>TOTAL INTERVIEWS</b>			<b>7</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, 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 Market President and Regional Vice 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 a job fair by station personnel with substantial responsibility for hiring decisions	On February 22, 2024, Market President participated in the Spring Career Fair held at the University of Texas Permian Basin in Odessa, Texas. The fair was open to all students, with over 225 students in attendance throughout the day.
4	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On December 6, 2023, Market President participated in mock interviews with students from the University of Texas Permian Basin. Students were set up in a round-robin effect with twenty employers from the community participating as mock interviewers. Students were able to present their resume, interact, and interview with each employer. At the end of the event, students were able to make connections with the employers for prospective employment opportunities.