

EEO PUBLIC FILE REPORT
Townsquare Media of Evansville/Owensboro, Inc.
WKDQ (FM), WDKS (FM), WGBF (FM), WJLT (FM), WGBF (AM),
WOMI (AM), WBKR (FM)
April 1, 2023 to March 31, 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
Sales Assistant No. 1	6/26/2023	1, 2, 3, 4, 5	RS 1 - 0 RS 2 - 1 RS 3 - 0 RS 4 - 0 RS 5 - 0 <u>RS 9 - 1</u> Total: 2	9
Sales Assistant No. 2	1/3/2024	1, 2, 3, 4, 5	RS 1 - 0 RS 2 - 1 RS 3 - 1 RS 4 - 0 RS 5 - 0 <u>RS 8 - 1</u> Total: 3	8
On-Air Host/Producer	5/1/2023	1, 2, 3, 4, 5	RS 1 - 1 RS 2 - 0 RS 3 - 0 RS 4 - 0 <u>RS 5 - 0</u> Total: 1	1
Account Executive	8/21/2023	1, 2, 3, 4, 5	RS 1 - 0 RS 2 - 1 RS 3 - 1 RS 4 - 0 <u>RS 5 - 0</u> Total: 2	2

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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	3
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	1
9	Client Referral	N	1
TOTAL INTERVIEWS			8

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Section 3. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On March 21, 2023 ¹ , an Afternoon DJ for WKDQ(FM) spoke with a group of students from Boonville High School about careers in broadcasting, what is involved day-to-day, and how a career in broadcasting differs from other career paths.
2	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On March 22, 2023 ² , the Brand Manager for WGBF(FM) was interviewed by a student from the University of Evansville (a communications major) as part of a class project. During the interview, the BM shared how the industry had changed since she started her career in 2006, as well as how radio differs from streaming services with our connection to the local audience and the information and resources that are provided to the community.
3	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On July 6, 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.
4	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On February 6, 2024, the Market President and Director of Content, who assists the Market President with all hiring needs for the market and has a significant influence over hiring practices, 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.
5	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On April 21, 2023, the Brand Manager/Director of Content for WBKR(FM) spoke with a group of students from Estes Elementary School about his career in broadcasting and how it differs from other types of careers.
6	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On August 8, 2023, the Market Engineering Manager and Director of Sales participated in the University of Southern Indiana’s “Employer’s Toolkit” Workshop. A variety of speakers and those in attendance discussed topics such as developing an internship program, writing effective job descriptions to allow the employer to obtain better applicants, employee recruitment options available at the University, and what the University can do to better prepare graduates of the various departments to enter our workforce.

¹ This event was inadvertently excluded from the 2022-2023 report due to its proximity to the report deadline.

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7	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On October 11, 2023, a Morning Show Co-Host and the Brand Manager for WJLT(FM) met with a student from the University of Evansville as part of a class project. The Townsquare employees also interviewed the student on-air where they discussed radio broadcasting, streaming, and the digital aspects of the industry.
8	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On October 19, 2023, the Brand Manager/Director of Content for WBKR(FM), the Director of Sales, and an Account Executive all participated in a teen job fair at the Daviess County Public Library. The three individuals were tasked with doing mock interviews, reviewing resumes, and discussing available opportunities in broadcasting.
9	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On October 24 and October 25, 2023, the Brand Manager for WKDQ(FM) participated in the Job Spark Job Fair for the Junior Achievement of Southwestern Indiana. The event serves hundreds of middle school students from around the Tri-State area to give them an idea of what they will see and experience during a real job. The Brand Manager spoke with students about careers in broadcasting and gave a hands-on demonstration where he would have them voice a commercial and he would produce a finished version as it would appear on the air.
10	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On October 25, 2023, Morning Show Co-Host and Brand Manager for WJLT(FM) performed a live show in front of a group of students from the Evansville-Vanderburgh School Corporation's Radio and Television (RTV) Program. The Townsquare employees gave live demonstrations in between breaks to show the students what is involved in producing and executing a live broadcast and gave the students instruction as to how a commercial station operates.
11	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On November 20, 2023, the EU hosted students from the Evansville-Vanderburgh School Corporation's RTV Program. The Brand Manager for WJLT(FM) arranged and led the tour. Students were given the opportunity to see how a commercial station operates and had the chance to meet with department heads to answer questions about the different departments in broadcast.
12	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On February 22, 2024, the Brand Manager for WKDQ(FM) participated in a career day at the Boonville Middle School. The BM spoke with the students about career opportunities in broadcasting, what is involved in his day-to-day, and how it differs from other careers.
13	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The Owensboro stations hosted an intern from September 6, 2023 through December 1, 2023. The intern was supervised by the Brand Manager/Director of Content. She was onsite for 150 hours over the three-month period, working directly with the Digital

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		Managing Editor to prepare graphics and design work. The intern is a Graphic Arts major at Kentucky Wesleyan College.
14	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The Evansville sales team is hosting an intern who started on February 12, 2024. She is scheduled to continue her internship through March 22, 2024 completing approximately 193 hours. The intern is supervised by an Account Executive. She is assisting with research projects and learning how to develop marketing plans for large agency clients. The intern is a student at the Universidad Alejandro De Humboldt in the Philippines.
15	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On August 28, 2023, the Brand Manager/Director of Content for WBKR(FM) spoke with a teen group from the Tristate Alliance at Kentucky Wesleyan College about broadcasting and his career in the LGBTQIA+ community.
16	Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions	On April 25, 2023, the Market Engineering Manager was part of the Advisory Committee meeting for the Southern Indiana Career & Technical Center, Media Communications and Broadcasting. During the meeting, the committee discussed progress of the Evansville-Vanderburgh School Corporation's RTV Program, changes to the program, what is being taught to the students within the program, and what organizations they feel the school could be including or better teaching to their students.
17	Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions	On April 24, 2023, the Brand Manager for WGBF(FM) was part of the Advisory Committee meeting for the Wabash Valley Junior College Radio and Television (RTV) Department. During the meeting, the committee discussed progress of the school's RTV program, changes to the program, what is being taught to the students within the program, and what organizations they feel the school could be including or better teaching to their students.
18	Other activities designed by the SEU reasonably calculated to further the goal of disseminating information as to employment opportunities	On September 28, 2023, the Brand Manager/Director of Content and On-Air Personnel, both from WBKR(FM) participated in a media panel during the Hardwood Institute's visit to Owensboro to discuss how to get the community talking and working together. The BM/DOC and On-Air Personnel spoke about the role of local media in the community.
19	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On February 19, 2024, the EU hosted an individual interested in radio broadcasting. The young woman, who reached out to the station on her own, sat in on the morning show and learned the ins and outs of radio and how it all works day-to-day. During her visit, she received a full studio tour. At the end of the job shadow, she filled out an application for an internship.