

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Lufkin Employment Unit
KYKS(FM), KAFX(FM), KSFA(AM), KTBQ(FM), KVLL(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
Account Executive No. 1	8/7/2023	1, 2, 3, 4, 5	RS 1 - 1 RS 2 - 1 RS 3 - 0 RS 4 - 0 RS 5 - 0 RS 6 - 0 <u>RS 7 - 0</u> Total: 2	2
Account Executive No. 2	3/4/2024	1, 2, 3, 4, 5	RS 1 - 0 RS 2 - 1 RS 3 - 0 RS 4 - 0 RS 5 - 0 RS 7 - 1 <u>RS 9 - 2</u> Total: 4	2

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	2
3	LinkedIn (via Greenhouse)	N	0
4	Zip Recruiter (via Greenhouse)	N	0
5	Glassdoor.com	N	0
6	Indeed.com (candidate sourced)	N	0
7	LinkedIn (candidate sourced)	N	1
8	Employee Referral	N	0
9	Walk-In	N	2
TOTAL INTERVIEWS			6

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Section 3. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On August 29, 2023, both the Regional Vice President and the 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 6, 2024, the Market 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	Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	On September 9, 2023, Account Executive completed Simpli.fi's "Bullseye 101" training course on targeted advertising. Topics included geo-fencing, targeting tactics, ad budgets, among others.
4	Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	On September 28, 2023, Account Executive completed Simpli.fi's "Bullseye 101" training course on targeted advertising. Topics included creative messaging, handling objections, and addressable audience curation, among others.
5	Other activities designed to further the goal of disseminating information about employment opportunities in broadcasting	On December 6, 2023, the Market President had a potential candidate interested in broadcasting come in for the day to job shadow the sales team.
6	Other activities designed to further the goal of disseminating information about employment opportunities in broadcasting	On October 17, 2023, the Market President had a potential candidate interested in broadcasting come in for the day to job shadow the sales team.
7	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	On April 26, 2023, Two On-Air Talents did a live remote from the 2023 Mega Job Fest, a large multi-industry job fair connecting employers with job seekers. The event was held at the Pitser Garrison Convention Center. During the breaks, and after the remote session, the Townsquare representatives, along with a sales representative, were able to speak with attendees who were interested in careers in broadcasting. They were able to share information about Townsquare and handout business cards.