

### **Narrative Statement**

The stations licensed to Townsquare Media Kalamazoo License, LLC and Townsquare Media Battle Creek License, LLC (“Licensees”) operate with a single, combined employment unit. Licensees are committed to broad and inclusive outreach for hiring full-time employees, affording equal employment opportunity to all qualified persons, and refraining from discrimination on the basis of race, color, national origin, gender, or religion. As indicated in the EEO Public File Reports attached, Licensees have developed a list of recruitment sources to widely disseminate information regarding the stations’ job openings to the community. We also review our list of outreach sources periodically to see if the source information should be updated, expanded, or modified. Licensees have engaged in several non-vacancy-specific “recruitment initiatives” to promote broadcasting employment generally, such as job fairs, tours of broadcast facilities, community outreach, and internal training efforts. For details, see the EEO Public File Reports attached.