

**Townsquare License, LLC
 Yakima Employment Unit
 KIT(AM), KATS(FM), KDBL(FM), KMGW(FM), KFFM(FM), KUTI(AM)
 EEO PUBLIC FILE REPORT
 October 1, 2020 – September 30, 2021**

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title/Date Hired	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
On-Air Brand Manager	9-14	13

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	Townsquare Media – Yakima Radio and Websites KATS – KIT – KFFM – KDBL – KITFM – KUTI	N	0
2	Yakima Valley Community College P.O. Box 22520 Yakima, WA 98902 (509)574-4600	N	0
3	Heritage University 1240 Fort Road Toppenish, WA 98948 (509)865-8500	N	0
4	Work Source Yakima 306 Division Yakima, WA 98902 509-974-0163 Fax: 509-573-4554	N	0
5	Central Washington University 400 E. University Way Ellensburg, WA 98926 (509)963-1111 humanres@cwu.edu	N	0
6	Client referral	N	0
7	Employee referral	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
8	Walk in	N	0
9	All Access Music Group All Access.com 310-457-6616	N	0
10	Indeed (through Greenhouse) Rachael Hudson, TSM Recruiting Manager - 980-208-1650	N	7
11	LinkedIn (through Greenhouse) Rachael Hudson, TSM Recruiting Manager - 980-208-1650	N	0
12	Glassdoor (through Greenhouse) Rachael Hudson, TSM Recruiting Manager - 980-208-1650	N	0
13	Townsquare Media Careers (through Greenhouse) Rachael Hudson, TSM Recruiting Manager - 980-208-1650	N	7
14	Greenhouse recruiting (thru Greenhouse) Rachael Hudson, TSM Recruiting Manager - 980-208-1650	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			14

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	The Market President and Local Account Manager participated in this webinar for training on FCC EEO obligations on January 13, 2021.
2	Hosting of Virtual Job Fair	Hosted Virtual Job Fair from May 24, 2021 through June 13, 2021 for the community featuring various businesses within numerous categories. Virtual Job Fair was promoted across all stations utilizing on-air, online and digital promotional tactics to drive applicants to apply online.
3	Training designed to enable station personnel to acquire skills that could qualify them for higher level positions	Account Executives' participate in Townsquare University onboarding for all aspects of sales: broadcast and digital. Continued development of product training plus Director of Sales provides continued training on the general skills of sales presentations and closings.
4	Training designed to enable station personnel to acquire skills that could qualify them for higher level positions	General Manager development of Operations Manager and Director of Sales to increase their knowledge and understanding of management for future advancement into upper management. The training program is designed to enable station personnel to acquire skills that could qualify them for higher level positions.
5	Training designed to enable station personnel to acquire skills that could qualify them for higher level positions	Ongoing monthly training by Digital Manager and Operations Manager of on air personalities on strategies for posts about events, holidays, using content and video to generate views and engage audience. Best practices for writing, photos videos and social media. Training by Director Sales of sellers on all aspects of digital sales. The training program is designed to enable station personnel to

		acquire skills that could qualify them for higher level positions.
6	Mentoring program for station personnel	Business Manager developing assistant business manager's knowledge and understanding of financial aspect and general functions for future advancement. Expand knowledge of all business, staff of events, digital reconciliation, managing issues as they arise for full understanding.