

Townsquare Media Tri-Cities License, LLC
KORD-FM/KEYW(FM)/KXRX(FM)/KOLW(FM)/KFLD(AM)
EEO PUBLIC FILE REPORT
October 1, 2016 – September 30, 2017

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
Sales account manager 12/19/16	9	9
On air host 1/2/17	9	9
Sales account executive 9/11/17	6,8, 13	13
Director of Sales 6/19/17	6, 8, 9, 13	9
Regional engineer 9/5/17	6, 8, 9, 13	9

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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	Tri City Herald Women in Communications PO BOX 2608 Tri Cities WA 99302 AttN; Director Classified Dept Fax#582-1510	N	0
2	Tri-Tech Skill Center 5929 W Metaline Ave Kennewick, Wa 99336 Attn: Ed Daily dialed@ksd.org 509-734-3600	N	0
3	Columbia Basin College Student Employment 2600 N 20 th Pasco, Wa 99301 Attn: Theo Dobey dlightfoot@columbiabasin.edu 547-0511 EXT 2224 F/546-0410	N	0
4	Columbia Industries PO Box 7346 Kennewick, Wa 99336 582-4142 F/586-3825	N	0
5	Work Source Columbia Basin 815 N Kellogg Suite D Kennwick, Wa 99336 734-5941/ fax734-5959	N	0
6	TSM recruiting	N	7

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
7	Kennewick Community Services PO Box 6330 Kennewick, Wa 99336	N	0
8	Walk in	N	0
9	Employee referral	N	5
10	AllAccess.com Posting	N	0
11	Craigslist.com	N	0
12	<u>Linkedin.com</u>	N	0
13	<u>Station websites</u>	N	1
14	On air announcements	N	0
15	Client Referral	N	0
16	Jobvite	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD	13		

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Established Intern program	<p>Townsquare Media interns generally come from Tri-Tech vocational school's radio program or from Columbia Basin College. They are 18 or older and are interested in the communications field. During the internship, they learn the WordPress blogging program, our company's digital promotions strategy, the basics of setting up a digital contest, social media management, our company's unique use of social media, simple principles of news reporting, and our company's strategies for our loyalty program, newsletters and event promotions. Interns shadow DJ's and are exposed to other careers in radio including sales. They leave with experience in maintaining an events calendar, with a portfolio of blogs on a variety of topics including personal, entertainment, news and local events. We guarantee a letter of recommendation and references for the successful completion of 3 month internships.</p> <p>Interns worked in our digital dept during the following periods.</p> <p>Intern #1 10/1/16-12/17 Intern #2 2/2017 Intern #3 11/16-3/17 Intern #4 11/16-3/17</p>
2	Established a mentor program	GM developing Station Manager/OM and DOS to increase their knowledge and understanding of management for future advancement into upper management.
3	Established digital training program for on air and	Ongoing weekly training by DME of on air personalities on how to blog, use SEO to generate

	sales employees	viewship, use social media to engage our audience. Weekly training by DSM/DOS of sellers on all aspects of digital sales.
4	Continued mentor program	BM developing assistant BM's to increase knowledge and understanding of financial aspect and general functions for future advancement. Also expanding knowledge of all business staff of events, digital reconciliation to increase understanding for future advancement.
5		