

**EEO PUBLIC FILE REPORT**  
**Townsquare Media of Albany, Inc.**  
**WGNA-FM, WQBK-FM, WQSH(FM), WPBZ-FM, WTMM-FM**  
**February 1, 2023 to January 31, 2024**

**Section 1. Vacancy List**

<b>Job Title</b>	<b>Date Filled</b>	<b>Public Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>Number of Interviewees Referred by Each Source</b>	<b>RS Referring Hiree</b>
Account Executive No. 1	2/6/2023	1, 2, 3, 4, 5	RS 1 - 0 RS 2 - 0 RS 3 - 0 RS 4 - 0 RS 5 - 0 RS 6 - 1 <u>RS 7 - 1</u> Total: 2	7
Account Executive Nos. 2 & 3	5/1/2023 7/5/2023	1, 2, 3, 4, 5	RS 1 - 0 RS 2 - 0 RS 3 - 1 RS 4 - 0 RS 5 - 0 RS 6 - 9 <u>RS 7 - 1</u> Total: 11	6
Account Executive No. 4	9/11/2023	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
Vice President, Sales	7/1/2023	9	<u>RS 9 - 1</u> Total: 1	9
Promotions Director/Radio Host/Digital Content Writer - WQBK	5/30/2023	1, 2, 3, 4, 5	RS 1 - 4 RS 2 - 1 RS 3 - 0 RS 4 - 0 RS 5 - 0 RS 8 - 1 <u>RS 9 - 1</u> Total: 7	9

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**Section 2. Recruitment Source List**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	<a href="http://www.townsquaremedia.com">www.townsquaremedia.com</a> - career page (via Greenhouse)	N	5
2	Indeed.com (via Greenhouse)	N	1
3	LinkedIn (via Greenhouse)	N	1
4	Zip Recruiter (via Greenhouse)	N	0
5	Glassdoor (via Greenhouse)	N	0
6	Indeed.com (candidate sourced)	N	10
7	LinkedIn (candidate sourced)	N	2
8	Employee Referral	N	1
9	Past Employee	N	2
<b>TOTAL INTERVIEWS</b>			<b>22</b>

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**Section 3. Recruitment Initiatives**

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
1	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On August 29, 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.
2	Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	Account Executive participated in a four-day “Top Gun” training program (120 minutes each day, November 14, 2023 through November 17, 2023) which was designed by Townsquare to help train and advance the top 15% of Ignite sellers to the next level in their career.
3	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On November 7, 2023, 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.