

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Portland Employment Unit
WBLM(FM), WCYY(FM), WHOM(FM), WJBQ(FM)
December 1, 2021 to November 30, 2022*

(*Amended 11/28/2023)

Section 1. Vacancy List

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS that Referred the hire
WCYY Brand Manager	1, 2, 3	4
Account Executive	1, 2, 3, 8, 9	2
Apprentice Account Executive	1, 2, 3	3
WBLM Content Contributor	1, 2, 3, 8, 9	2
Digital Sales Lead	1, 2, 3, 8, 9	7
WHOM Content Contributor	8, 9	4

Section 2. Recruitment Source List

RS Number	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS over 12-month period
1	Townsquare Media Corp Career site (via Greenhouse)	N	4
2	Indeed.com (via Greenhouse)	N	6
3	LinkedIn (via Greenhouse)	N	2
4	Employee Referrals	N	2
5	University of Southern Maine	N	0
6	GlassDoor.com	N	0
7	Direct recruitment by market	N	2
8	Townsquare Portland station websites	N	1
9	Townsquare Portland station Facebook pages	N	1
	TOTAL INTERVIEWS		18

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Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Internship program designed to assist members of the community to acquire skills needed for broadcast employment	As part of the Unit’s Apprentice Account Executive Program, the stations hosted one apprentice from 7/11/22-9/23/22. General Sales Manager supervised the apprentice who assisted with sales strategies.
Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Five Account Executives each participated in a four-day “Top Gun” training program (90 minutes each day) which was designed by Townsquare to help train and advance the top 15% of Ignite sellers to the next level in their career. The trainings were held as follows: AEs #1&2 - 12/6/2021-12/9/2021; AE #3 - 8/23/2022-8/26/2022; AE #4 - 8/30/2022-9/2/2022; AE #5 - 9/20/2022-9/23/2022.
Provision of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Beginning January 18, 2022 and continuing through March 22, 2022, a General Sales Manager participated in a 9-week Talent-Focused Management training, offered by The Center for Sales Strategy. The Talent Focused Management Experience helps managers make an impact with their team through a live, instructor-led, virtual workshop which includes material such as Impact People Courses, Online Recruitment, Selection Simulation, and an Online Summit “From Experience to Execution.” This employee has since been promoted to Vice President of Sales for two Townsquare markets.