

**EEO PUBLIC FILE REPORT**  
**Townsquare License, LLC**  
**Portland Employment Unit**  
**WBLM(FM), WCYY(FM), WHOM(FM), WJBQ(FM)**  
**December 1, 2022 to November 30, 2023**

**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	4/20/2023	1, 2, 3, 4	RS 1 - 0 RS 2 - 0 RS 3 - 1 <u>RS 4 - 0</u> Total: 1	3
On-Air Host	5/1/2023	1, 2, 3, 4	RS 1 - 0 RS 2 - 0 RS 3 - 1 RS 4 - 0 <u>RS 5 - 1</u> Total: 2	5

**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	0
2	Indeed.com (via Greenhouse)	N	0
3	LinkedIn (via Greenhouse)	N	2
4	Zip Recruiter (via Greenhouse)	N	0
5	Employee Referral	N	1
	<b>TOTAL INTERVIEWS</b>		3

**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 July 5, 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.

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2	Provision of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Beginning April 11, 2023 and continuing every Tuesday through June 13, 2023, Director of Sales/Digital Director participated in a 10-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 a Regional Director of Sales position.
3	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On July 24, 2023, the Director of Content hosted a tour of students from the Maine Academy of Modern Music. During the tour, the DOC discussed broadcasting and digital roles in the music business and how radio continues to be the #1-way people discover new music.
4	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On August 10, 2023, Director of Content hosted a tour at the station for 40 students from the School of Rock in Lewiston, Maine. During the tour, the DOC discussed broadcasting and digital roles in the music business and how radio continues to be the #1-way people discover new music.
5	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On January 27, 2023, On-Air Talent hosted a tour at the station for a small group of home-schooled children and their parents. During the tour, the On-Air Talent discussed broadcasting and digital roles in the music business and how radio continues to be the #1-way people discover new music.
6	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On February 3, 2023, On-Air Talent hosted a tour at the station for a small group of home-schooled children and their parents. During the tour, the On-Air Talent discussed broadcasting and digital roles in the music business and how radio continues to be the #1-way people discover new music.
7	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On February 10, 2023, On-Air Talent hosted a tour at the station for a small group of home-schooled children and their parents. During the tour, the On-Air Talent discussed broadcasting and digital roles in the music business and how radio continues to be the #1-way people discover new music.
8	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On February 17, 2023, On-Air Talent hosted a tour at the station for a small group of home-schooled children and their parents. During the tour, the On-Air Talent discussed broadcasting and digital roles in the music business and how radio continues to be the #1-way people discover new music.
9	Participation in programs sponsored by educational institutions relating to career	On February 24, 2023, On-Air Talent hosted a tour at the station for a small group of home-schooled children and their

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	opportunities in broadcasting	parents. During the tour, the On-Air Talent discussed broadcasting and digital roles in the music business and how radio continues to be the #1-way people discover new music.
10	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On March 3, 2023, On-Air Talent hosted a tour at the station for a small group of home-schooled children and their parents. During the tour, the On-Air Talent discussed broadcasting and digital roles in the music business and how radio continues to be the #1-way people discover new music.
11	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On March 10, 2023, On-Air Talent hosted a tour at the station for a small group of home-schooled children and their parents. During the tour, the On-Air Talent discussed broadcasting and digital roles in the music business and how radio continues to be the #1-way people discover new music.