

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

Job Title	Date Filled	Public Recruitment Sources (RS) Used to Fill Vacancy	Number of Interviewees Referred by Each Source	RS Referring Hiree
Digital Sales Lead	10/2/2023	1, 2, 3, 4	RS 1 - 1 RS 2 - 0 RS 3 - 0 <u>RS 4 - 0</u> Total: 1	1
Sales Assistant	6/19/2023	1, 2, 3, 4	RS 1 - 0 RS 2 - 0 RS 3 - 1 <u>RS 4 - 0</u> Total: 1	3

Section 2. Recruitment Source List

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Townsquare Media Corp Career site (via Greenhouse)	N	1
2	Indeed.com (via Greenhouse)	N	0
3	LinkedIn (via Greenhouse)	N	1
4	Zip Recruiter (via Greenhouse)	N	0
5	Employee Referrals	N	0
	TOTAL INTERVIEWS		2

Section 3. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On June 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.

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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.”
3	Participation in job fair	Market President participated in a virtual job fair with the New Hampshire Association of Broadcasters from September 11-15, 2023. The NHAB’s Virtual Job Fair is a way to connect job seekers with positions in the field of broadcasting. Candidates are invited to post resumes, browse job openings, and make contacts at local New Hampshire radio stations.
4	Participation in other activities designed to further the goal of disseminating information about broadcast opportunities to candidates	On March 9, 2023, the Dover Middle School Drama Club joined the employment unit for an in-studio tour (guided by the station’s Brand Manager) and recording session (several hours long) to produce a commercial promoting their annual Spring production.
5	Participation in job fair	Market President participated in a virtual job fair with the New Hampshire Association of Broadcasters from November 27-29, 2023. The NHAB’s Virtual Job Fair is a way to connect job seekers with positions in the field of broadcasting. Candidates are invited to post resumes, browse job openings, and make contacts at local New Hampshire radio stations.