

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

Job Title	Date Filled	Public Recruitment Sources (RS) Used to Fill Vacancy	Number of Interviewees Referred by Each Source	RS Referring Hiree
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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	www.townsquaremedia.com - 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
TOTAL INTERVIEWS			22

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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 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.