

TOWNSQUARE LICENSE, LLC
Pittsfield Employment Unit
WBEC(AM), WBEC-FM, WNAW(AM), WUPE(AM), WUPE-FM, WSBS(AM)
EEO PUBLIC FILE REPORT
December 1, 2022 – November 30, 2023

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Date Filled	Recruitment Sources (RS) Used to Fill Vacancy	Number of Interviewees Referred by Each Source	RS Referring Hiree
No vacancies during this reporting period				

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Massachusetts Broadcasters Association 43 Riverside Ave PMB 401 Medford MA 02155 800-471-1875 http://www.massbroadcasters.org Jordan Walton	N	0
2	Berkshire Eagle 75 South Church Street Pittsfield MA 01201 496-6305 news@berkshireeagle.com	N	0
3	Berkshire Community College Student Affairs 1350 West Street Pittsfield MA 01201 John Cornman 413-236-1611 jcornman@berkshirewcc.edu	N	0
4	Berkshire Job Works 160 North Street Pittsfield MA 01201 413-499-2220 x 111 bemanuel@berkshireworks.org	N	0
5	All Access 28955 Pacific Coast Highway Suite 210 Malibu, CA 90265 310-475-6616 www.allaccess.com	N	0
6	On-Air / Website Posting jobs@live959.com jobs@wupe.com	N	0
7	Indeed.com (VIA Greenhouse)	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
8	LinkedIn	N	0
9	Employee Referrals	N	0
10	Massachusetts Broadcasters Association 43 Riverside Ave PMB 401 Medford MA 02155 800-471-1875 http://www.massbroadcasters.org Jordan Walton	N	0
11	Townsquare Media Careers web page (via Greenhouse)	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			0

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	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	Hosted virtual job fair	The Unit hosted a virtual job fair on all station websites from March 6, 2023 through March 26, 2023. The stations ran on-air promotional announcements soliciting participation from February 14 th through February 28 th , as well as promotional announcements for the job fair itself from March 6 th through March 26 th . The Market President and sales team all solicited participation by local businesses.