

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Binghamton Employment Unit
WHWK(FM), WAAL(FM), WWYL(FM), WNBC(AM), WYOS(AM)*
February 1, 2023 to January 31, 2024

*The license for WYOS was cancelled on July 20, 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
Account Executive No. 1	3/6/2023	1, 2, 3, 4, 5	RS 1 - 0 RS 2 - 0 RS 3 - 0 RS 4 - 0 RS 5 - 0 RS 6 - 2 <u>RS 8 - 1</u> Total: 3	8
Account Executive No. 2	1/8/2024	1, 2, 3, 4, 5	RS 1 - 0 RS 2 - 0 RS 3 - 0 RS 4 - 0 RS 5 - 0 RS 6 - 0 RS 7 - 1 <u>RS 9 - 0</u> Total: 1	7

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	0
2	Indeed.com (via Greenhouse)	N	0
3	LinkedIn (via Greenhouse)	N	0
4	Zip Recruiter (via Greenhouse)	N	0
5	Glassdoor.com	N	0
6	Indeed.com (candidate sourced)	N	2
7	LinkedIn (candidate sourced)	N	1
8	Client Referral	N	1
9	Walk-In	N	0
TOTAL INTERVIEWS			4

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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 July 6, 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 8, 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.
4	Hosted a job fair	On August 23, 2023, the EU hosted a job fair from 11am to 2pm held at the Broome County Farmer’s market. There were twenty-two different businesses represented at the fair. The Market President and an Account Executive attended the fair as well, accepting applications for open positions and meeting generally with the public regarding careers in broadcasting.
5	Hosted a job fair	On May 11, 2023, the EU hosted a job fair from 11am to 2pm held at the Broome County Farmer’s market. There were fourteen different businesses represented at the fair. The Market President and an Account Executive attended the fair as well, accepting applications for open positions and meeting generally with the public regarding careers in broadcasting.
6	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	On November 30, 2023, a Senior Account Executive and VP of Ignite assigned to the market, each with an influence over hiring, both participated in the Tioga County Chamber of Commerce business expo. The Townsquare representatives were asked to speak at the event to represent businesses in the digital space. The event also had a job fair and the two Townsquare representatives had a booth where potential candidates could stop by. In addition, the unit ran promotions leading up to the event.