

Townsquare Media Bangor License, LLC
 WQCB, WBZN, WWMJ, WEZQ, WDEA
EEO PUBLIC FILE REPORT
 December 1, 2019 – November 30, 2020

I. VACANCY LIST

SEE SECTION II, THE “MASTER RECRUITMENT SOURCE LIST” (“MRSL”) FOR RECRUITMENT SOURCE DATA

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	5	5
Market Engineering Manager	1,3,4,5,7,8,9,13,14,15,16,20	5

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	New England School of Communications/Husson University, 1 College Cir., Bangor, ME (Bill Devine) 941-7070 https://www.collegecentral.com/husson	N	0
2	University of Maine, Department of Communication & Journalism 5724 Dunn Hall Orono, ME 04469 (207-581-1283 Michael Murphy via email: murph@maine.edu	N	0
3	Allaccess.com	N	0
4	On station websites on WQCB, WBZN, WWMJ, WEZQ, and WDEA-AM	N	0
5	In House Referrals	N	2
6	Maine Career Center online Job Bank	N	0
7	University of Maine at Augusta, Bangor campus, 1 University Drive, Bangor, ME 04401	N	0
8	Beal College, 99 Farm Rd., Bangor, ME 04401	N	0
9	University of Maine , Multicultural Student Affairs, 5748 Memorial Union, Orono, ME 04469-5748	N	0
10	Penobscot Nation, 12 Wabanaki Way, Old Town, ME 04468	N	0
11	Career Transition Specialist, Penobscot Job Corps Center, 1375 Union St., Bangor, ME 04401	N	0
12	Greater Bangor National Organization of Women, 87 Sunset Strip, Brewer, ME 04412	N	0
13	Passamaquoddy Indians, PO Box 301, Princeton, ME 04688	N	0
14	NAACP - Bangor Chapter, 531 South Brunswick St., Old Town, ME 04468	N	0
15	Indeed.com (via Greenhouse)	N	0
16	On Air WQCB, WBZN, WWMJ, WEZQ, and WDEA-AM	N	0
17	Walk In/Self-Referral	N	0
18	External Referral (client/business contact)	N	0
19	Face Book help wanted Ad	N	0
20	Linked In (via Greenhouse)	N	0
Total Number of Interviews			2

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Harassment & Discrimination Prevention and Diversity Training	New management completed Harassment & Discrimination Prevention and Diversity Trainings
2	Company training program: "Grow Our Talent"	program designed to enable station personnel to acquire skills that could qualify them for higher level positions within the company