

**EEO PUBLIC FILE REPORT**  
**Townsquare License, LLC**  
**Poughkeepsie Employment Unit**  
**WPDH(FM), WCZX(FM), WEOK(AM), WPDA(FM),**  
**WKXP(FM), WZAD(FM), WRRV(FM) and WRRB(FM)**  
**February 1, 2023 to January 31, 2024**

**Section 1. Vacancy List**

| <b>Job Title</b>   | <b>Date Filled</b> | <b>Public Recruitment Sources (RS) Used to Fill Vacancy</b> | <b>Number of Interviewees Referred by Each Source</b>                       | <b>RS Referring Hiree</b> |
|--------------------|--------------------|-------------------------------------------------------------|-----------------------------------------------------------------------------|---------------------------|
| Digital Sales Lead | 8/7/2023           | 1, 2, 3, 4, 5                                               | RS 1 - 1<br>RS 2 - 0<br>RS 3 - 0<br>RS 4 - 0<br><u>RS 5 - 0</u><br>Total: 1 | 1                         |
| Account Executive  | 1/29/2024          | 1, 2, 3, 4, 5                                               | RS 1 - 0<br>RS 2 - 1<br>RS 3 - 6<br>RS 4 - 0<br><u>RS 5 - 0</u><br>Total: 7 | 3                         |

**Section 2. Recruitment Source List**

| <b>RS Number</b>        | <b>RS Information</b>                                                                               | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS over 12-month period</b> |
|-------------------------|-----------------------------------------------------------------------------------------------------|----------------------------------------------------------|----------------------------------------------------------------|
| 1                       | <a href="http://www.townsquaremedia.com">www.townsquaremedia.com</a> - career page (via Greenhouse) | N                                                        | 1                                                              |
| 2                       | Indeed.com (via Greenhouse)                                                                         | N                                                        | 1                                                              |
| 3                       | LinkedIn (via Greenhouse)                                                                           | N                                                        | 6                                                              |
| 4                       | Zip Recruiter (via Greenhouse)                                                                      | N                                                        | 0                                                              |
| 5                       | Glassdoor.com (via Greenhouse)                                                                      | N                                                        | 0                                                              |
| 6                       | Indeed.com (candidate sourced)                                                                      | N                                                        | 0                                                              |
| 7                       | LinkedIn (candidate sourced)                                                                        | N                                                        | 0                                                              |
| 8                       | Employee Referral                                                                                   | N                                                        | 0                                                              |
| <b>TOTAL INTERVIEWS</b> |                                                                                                     |                                                          | <b>8</b>                                                       |

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**Section 3. Recruitment Initiatives**

|   | <b>Type of Recruitment Initiative</b>                                                                                                     | <b>Brief Description of Activity</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|---|-------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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 | 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.                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| 3 | Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment      | The EU hosted four (4) interns from Marist College, Dutchess Community College, SUNY Orange, and SUNY New Paltz. The interns worked with the stations from January 30, 2023 through May 3, 2023. Each intern was required to work 12 hours per week in the Promotions and Programming Department under the supervision of the Promotions Director and Promotions Coordinator. Typical duties include doing research projects about the specific departments and roles at a media company, conducting research and developing their own stories, assisting with script writing, collecting marketing data, participating in on-site events, shadowing full-time employees to learn about their positions, and completing projects so they can leave the internship with an entire portfolio of items to help them obtain employment in the field. |
| 4 | Participation in Job Fair                                                                                                                 | On March 16, 2023, the EU co-sponsored and the Director of Sales and Promotions/Live Events Manager, each which have an influence over hiring, also attended the Get Hired Job Fair from 11am to 2pm at the Galleria Crystal Run in Middletown, NY.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 5 | Participation in Job Fair                                                                                                                 | On March 31, 2023, Director of Sales and Promotions/Live Events Manager, each which have an influence over hiring, attended the Bard College Internship and Job Fair held at the Campus Center from 1-4pm. The event was open to all students.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 6 | Participation in Job Fair                                                                                                                 | On October 5, 2023, the EU co-sponsored and the Director of Sales and Promotions/Live Events Manager, each which have an influence over hiring also attended the Get Hired Job Fair from 11am to 2pm at the Galleria Crystal Run in Middletown, NY.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |