

**Allison Zolot**  
Senior Vice President & General Counsel

May 5, 2022

**VIA Upload to Online Public Inspection Files**

EEO Staff  
Investigations & Hearings Division  
Enforcement Bureau  
Federal Communications Commission  
45 L Street, NE  
Washington, D.C. 20554

RE: EEO Audit – WDOS(AM), Oneonta, NY (Facility Id. 68738); WZOZ(FM),  
Oneonta, NY (Facility Id. 66664)

Dear Sir or Madam:

Townsquare License LLC (“Townsquare Oneonta”), the licensee of broadcast stations WDOS(AM), Oneonta, New York and WZOZ(FM), Oneonta, New York, hereby respond to the Commission’s notice of audit issued to Townsquare for WDOS(AM) and WZOZ(FM). This response includes information about the following stations, which, with WDOS(AM) and WZOZ(FM), comprise Townsquare Oneonta’s employment unit (the “Unit” or “Stations”):

WDHI(FM), Delhi, NY (Facility Id. 16442)  
WTBD-FM, Delhi, NY (Facility Id. 164165)  
WIYN(FM), Deposit, NY (Facility Id. 16441)  
WCHN(AM), Norwich, NY (Facility Id. 13826)  
WBKT(FM), Norwich, NY (Facility Id. 73139)  
WKXZ(FM), Norwich, NY (Facility Id. 13824)  
WSRK(FM), Oneonta, NY (Facility Id. 68737)  
WDLA-FM, Walton, NY (Facility Id. 16444)  
WDLA(AM), Walton, NY (Facility Id. 16443)

a. **Public File Report.** Copies of Townsquare Oneonta’s two most recent EEO public file reports for the periods covering February 1, 2020 to January 31, 2021 (“2020-2021 Reporting Period”) and February 1, 2021 to January 31, 2022 (“2021-2022 Reporting Period”) (the 2020-2021 Reporting Period and the 2021-2022 Reporting Period, together, the “Audit Period”) are attached as Exhibit 1 and Exhibit 2, respectively. As noted on the face of the reports, both were amended on April 27, 2022.



The Stations' website addresses are <https://wdhifm.com/>, <https://wtbdfm.com/>, <https://cnynnews.com/>, <https://bigcat953.com/>, <https://star939.com/>, <https://wsrkfm.com/>, <https://wzozfm.com/>, and <https://bigcat921.com/>. The Unit's most recent public file report is posted on each of these websites.

b. ***Supporting Documentation for Vacancies.*** For each full-time vacancy filled during the Audit Period, Townsquare Oneonta sent the same notice to the recruitment sources listed in its EEO public file reports for the Audit Period. The text of the notice that was sent to the recruitment sources listed in the reports is included in Exhibit 4. Among other sources, Townsquare Oneonta uses a recruiting company called Greenhouse to export vacancy listings to a variety of sources, including Indeed.com, LinkedIn.com, and the Townsquare Media Careers webpage. Exhibit 4 includes information excerpted from reports that Greenhouse provides to Townsquare Oneonta. These reports indicate the Greenhouse sources that referred each applicant for the various full-time positions filled during the Audit Period. Not all of these applicants were interviewed. No recruitment sources have requested to be notified of vacancies.

c. ***Total Number of Interviewees and Referral Sources.*** The total number of interviewees for each full-time vacancy filled during the Audit Period and the referral sources for each interviewee are provided in Exhibit 3. The date of each full-time hire during the Audit Period is also provided in Exhibit 3.

d. ***Documentation of Recruitment Initiatives.*** The Unit currently has a total of six (6) full-time employees. The population of the market in which the Stations operate is less than 250,000.<sup>1</sup> Therefore, the Unit is required to perform two points worth of recruitment initiatives within a two-year period pursuant to 47 C.F.R. §§ 73.2080(c)(2) and (e)(3).

The Unit engaged in a number of recruitment initiatives as shown in the EEO public file reports attached as Exhibit 1 and Exhibit 2. The Unit personnel involved in each recruitment initiative are listed in these reports. See Exhibit 5 for documentation of at least two points worth of initiatives.

e. ***Discrimination Complaints.*** There are no pending or resolved complaints alleging unlawful discrimination in the employment practices of the Unit during the current license term.

f. ***Management's EEO Responsibilities.*** EEO compliance is an integral function of management at all levels within the Unit. The Market President requires department managers to attend weekly meetings, during which they discuss general employment issues and training, as well as methods for handling problems that might arise in these areas. The department managers also are taught to conduct interviews and performance reviews in a manner that is in line with the Unit's EEO policy. The Market President works with the department heads to ensure that decisions

<sup>1</sup> The Stations operate outside of a Metropolitan Statistical Area, specifically in towns located in Chenango County, NY, Otsego County, New York, and Delaware County, New York, which based on the 2020 U.S. Census have a population of 47,220, 58,524, and 44,308, respectively.



regarding hiring and promotion are carried out in a non-discriminatory fashion. All job openings must be filtered through the Business Manager, who is responsible for EEO compliance. No job can be filled by a department head without prior approval of the Market President, who signs off on EEO compliance. The management team is informed of EEO requirements by written guidelines forwarded by the New York Broadcasters Association, the National Association of Broadcasters, and the Unit's legal services. Though the department managers actively participate in the process, the Market President bears the ultimate responsibility for enforcement of the Unit's EEO policy.

Townsquare Oneonta makes a concerted effort to ensure that both employees and applicants are well-informed of the Unit's EEO policy. Upon commencement of employment, every employee receives a copy of Townsquare Media's Employee Policy Manual, which contains a description of the Unit's EEO policy. The EEO policy and other employment-related regulations are also posted in common areas of the Stations, and all of the Stations' websites post that Townsquare Oneonta is an Equal Opportunity Employer. In addition, management periodically holds department head meetings to discuss EEO and other employment-related issues. Applicants are informed of the Unit's EEO policies through the application process. Job notices inform potential applicants that Townsquare Media is an equal opportunity employer and state the company's EEO policy.

g. ***Analysis of EEO Program's Effectiveness.*** The success of Townsquare Oneonta's EEO recruiting program is vital to the success of the Unit, and management therefore devotes a significant amount of time and resources to evaluating the success of its outreach initiatives, and the program as a whole. The Market President and the heads of the various departments assess the success of each outreach initiative on a case-by-case basis. After each job fair, community event, or other outreach initiative, the participants in that event, together with management, analyze the relative success of the event, including number of attendees, interest levels, number and quality of applications received (if applicable), and the like. Likewise, management actively evaluates the sources and methods by which it advertises specific job vacancies in order to ensure that the Stations receive a wide variety of qualified applicants for all employment positions.

Management recognizes that a large part of the Unit's recruitment program involves its efforts to post all available positions with widely used job-related websites. The Unit periodically adds organizations to its recruitment source list as they come to its attention and checks on organizations to confirm their contact information. Thus, the process of constant self-evaluation allows the Unit to continue to utilize the most effective methods, while strategizing how to strengthen its other outreach efforts.

Management has determined that hosting job fairs and career fairs, coupled with its vacancy-specific announcements, allows station personnel to come into contact with, and select its employees from, a wide cross-section of members in the community. And it continually evaluates and modifies its program to ensure and optimize recruiting success. In addition,



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Townsquare Oneonta draws upon the human resources and recruiting departments of its parent, Townsquare Media, to monitor and ensure its own EEO compliance.

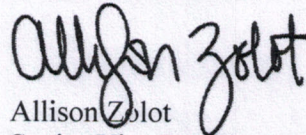
h. ***Analysis of Pay, Benefits and Selection Techniques.*** Townsquare Oneonta strives to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that the Unit provides equal opportunities to all employees and applicants.

Townsquare Oneonta does not have any union agreements, is not a religious broadcaster, and is not subject to a time brokerage agreement.

I certify that the information and statements herein are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge that the attached exhibits are considered material representations.

Please address any questions concerning this letter to Townsquare Oneonta's counsel, Howard Liberman of Wilkinson Barker Knauer LLP, at (202) 383-3373.

Very Truly Yours,



Allison Zolot  
Senior Vice President  
General Counsel

**Exhibit 1**

EEO Public File Report for 2020-2021 Reporting Period

**Townsquare Media Oneonta License, LLC**  
**WBKT(FM), WCHN(AM), WDLA(AM), WDLA-FM, WDHI(FM), WDOS(AM), WIYN(FM),**  
**WKXZ(FM), WSRK(FM), WTBD-FM, WZOZ(FM)**

**EEO PUBLIC FILE REPORT**  
**February 1, 2020 - January 31, 2021**  
**(amended April 27, 2022)**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive - 1	1,2,4	4
Account Executive - 2	1,2,3	1

**Townsquare Media Oneonta License, LLC**

**EEO PUBLIC FILE REPORT**  
**February 1, 2020 - January 31, 2021**

**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<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	INDEED.COM (VIA GREENHOUSE)	NO	22
2	TOWNSQUAREMEDIA.COM	NO	6
3	LINKEDIN (VIA GREENHOUSE)	NO	1
4	MARKET OUTREACH	NO	1
5			
6			
7			
8			
9			
10			
11			
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			30

### **III. RECRUITMENT INITIATIVES**

No initiatives conducted during reporting period.



**Exhibit 2**

EEO Public File Report for 2021-2022 Reporting Period



**TOWNSQUARE LICENSE, LLC**  
**Oneonta Employment Unit**  
**WBKT(FM), WCHN(AM), WDLA(AM), WDLA-FM, WDHI(FM), WDOS(AM), WIYN(FM),**  
**WKXZ(FM), WSRK(FM), WTBD-FM, WZOZ(FM)**

**EEO PUBLIC FILE REPORT**  
**February 1, 2021 - January 31, 2022**  
**(amended April 27, 2022)**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1, 2, 3	1



**Townsquare Media Oneonta License, LLC**

**EEO PUBLIC FILE REPORT**  
**February 1, 2021 - January 31, 2022**  
**(amended April 27, 2022)**

**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<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	Indeed.com (via Greenhouse)	N	4
2	LinkedIn.com (via Greenhouse)	N	0
3	Townsquare Media career page	N	0
4			
5			
6			
7			
8			
9			
10			
11			
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>4</b>



### III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	Manager participated in this webinar for training on FCC EEO obligations on January 24, 2022.
2	Hosted job fair	We hosted and promoted a virtual job fair during the month of April 2021 featuring six other local businesses. Our Market President and Director of Sales led this effort.
3	Hosted job fair	We hosted and promoted a virtual job fair during the month of August 2021 featuring seven other local businesses. Our Market President and Director of Sales led this effort.
4	Hosted job fair	We hosted and promoted a job fair at the Southside Mall, Oneonta on August 20, 2021.  The Market President and Director of Sales both attended and participated along with six other local businesses
5		
6		
7		
8		
10		

**Exhibit 3**

Date of Each Full-Time Hire

Referral Sources for Interviewees for Each Vacancy

Total Interviewees for Each Vacancy





### Interviewee Data

#### General Information:

1. Job Title: **Account Executive**
2. Station(s): WBKT-FM, WCHN-AM, WDHI-FM, WDLA-AM, WDLA-FM, WDOS-AM, WKXZ-FM, WSRK-FM, WTBD-FM, WZOZ-FM
3. Date Position Filled: 3/16/2020

#### Recruitment Source (RS):

#### No. of Interviewees Referred by RS for this Vacancy:

- |                             |    |
|-----------------------------|----|
| • INDEED.COM VIA GREENHOUSE | 21 |
| • TOWNSQUAREMEDIA.COM       | 5  |
| • MARKET OUTREACH           | 1  |

Total Number of Interviewees for this vacancy: 27

RS Referring Hiree: Market Outreach



### Interviewee Data

#### General Information:

1. Job Title: **Account Executive**
2. Station(s): WBKT-FM, WCHN-AM, WDHI-FM, WDLA-AM, WDLA-FM, WDOS-AM, WKXZ-FM, WSRK-FM, WTBD-FM, WZOZ-FM
3. Date Position Filled: 11/2/2020

#### Recruitment Source (RS):

#### No. of Interviewees Referred by RS for this Vacancy:

- |                             |   |
|-----------------------------|---|
| • INDEED.COM VIA GREENHOUSE | 1 |
| • TOWNSQUAREMEDIA.COM       | 1 |
| • LINKEDIN VIA GREENHOUSE   | 1 |

Total Number of Interviewees for this vacancy: 3

RS Referring Hiree: INDEED.COM (VIA GREENHOUSE)





## Interviewee Data

### General Information:

1. Job Title: **Account Executive**
2. Station(s): WBKT-FM, WCHN-AM, WDHI-FM, WDLA-AM, WDLA-FM, WDOS-AM, WKXZ-FM, WSRK-FM, WTBD-FM, WZOZ-FM
3. Date Position Filled: 10/20/2021

### Recruitment Source (RS):

### No. of Interviewees Referred by RS for this Vacancy:

- |                               |   |
|-------------------------------|---|
| • INDEED.COM VIA GREENHOUSE   | 4 |
| • LINKEDIN.COM VIA GREENHOUSE | 0 |
| • TOWNSQUAREMEDIA.COM         | 0 |

Total Number of Interviewees for this vacancy: 4

RS Referring Hiree: [Indeed.com](https://www.indeed.com)

**Exhibit 4**

Documentation of Recruitment for Vacancies



## **Multimedia Account Executive – Townsquare Media**

Townsquare Media Oneonta includes well-known brands like CNY News, 92.1 BIG KAT, 103.1, 94 KXZ and more! We are growing and looking for an experienced sales executive with a true “hunter” mentality to bring our cross-platform solutions to market. You will be selling local advertising solutions with a focus on our digital products.

### **What the role will look like:**

- Prospect and cold call qualified local and regional businesses
- Meet and Exceed Revenue Targets
- Conduct thorough Customer Needs Analysis
- Deliver presentations that highlight the TSQ competitive advantages
- Present and close our cross-platform solutions with a focus on our digital products (website design, SEO, social media, audience extension, etc.)
- Establish strong relationships with local business owners

### **Do you have the following?**

- A strong work ethic and desire to learn
- Drive and competitiveness required to crush sales goals
- Proven track record in meeting/exceeding monthly, quarterly and annual revenue goals
- Demonstrable experience at new market and revenue development
- Previous Radio, Events and Sponsorship sales experience a huge PLUS
- Digital Sales experience
- Associates/Bachelor’s business/marketing-related degree or equivalent experience.
- 2+ years’ sales experience
- Valid driver’s license, auto insurance, and vehicle required.

### **About Us:**

Townsquare is a radio, digital media, entertainment and digital marketing solutions company principally focused on being the premier local advertising and marketing solutions platform in small and mid-sized markets across the U.S. Our assets include 321 radio stations and more than 330+ local websites in 67 U.S. markets, a digital marketing solutions company ([Townsquare Interactive](#)), a proprietary digital programmatic advertising platform ([Townsquare Ignite](#)) and approximately 200 live events. Our brands include local media assets such as [WYRK](#), [KLAQ](#), [K2](#) and [NJ101.5](#); iconic local and regional events such as [WYRK’s Taste of Country](#) (update link!), the [Boise Music Festival](#), the [Red Dirt BBQ & Music Festival](#) and [Taste](#)

[of Fort Collins](#); and leading tastemaker music and entertainment websites such as [XXLmag.com](#), [TasteofCountry.com](#) and [Loudwire.com](#)

TOWNSQUARE MEDIA BROADCASTING, LLC MAINTAINS A DRUG-FREE WORKPLACE AND IS AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER. APPLICANTS MUST BE ELIGIBLE TO WORK IN THE U.S.

**Townsquare Media provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics. In addition to federal law requirements, Townsquare Media complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training. Townsquare Media expressly prohibits any form of workplace harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status. Improper interference with the ability of Townsquare Media's employees to perform their job duties may result in discipline up to and including discharge.**

Last Name	First Name	Applied For	Source	Application Date
		Account Executive - Oneonta	Market Outreach	02/21/2020
		Account Executive - Oneonta	Responded to an ad on Indeed	07/01/2019
		Account Executive - Oneonta	Responded to an ad on Indeed	07/02/2019
		Account Executive - Oneonta	Responded to an ad on Indeed	07/02/2019
		Account Executive - Oneonta	Responded to an ad on Indeed	07/08/2019
		Account Executive - Oneonta	Responded to an ad on Indeed	07/08/2019
		Account Executive - Oneonta	Responded to an ad on Indeed	07/11/2019
		Account Executive - Oneonta	Applied through your website's jobs page	07/11/2019
		Account Executive - Oneonta	Responded to an ad on Indeed	07/24/2019
		Account Executive - Oneonta	Responded to an ad on Indeed	07/25/2019
		Account Executive - Oneonta	Applied through your website's jobs page	07/29/2019
		Account Executive - Oneonta	Responded to an ad on Indeed	08/19/2019
		Account Executive - Oneonta	Responded to an ad on Indeed	08/26/2019
		Account Executive - Oneonta	Responded to an ad on Indeed	09/02/2019
		Account Executive - Oneonta	Applied through your website's jobs page	09/11/2019
		Account Executive - Oneonta	Applied through your website's jobs page	09/11/2019
		Account Executive - Oneonta	Responded to an ad on Indeed	10/13/2019
		Account Executive - Oneonta	Responded to an ad on Indeed	10/17/2019
		Account Executive - Oneonta	Responded to an ad on Indeed	10/29/2019
		Account Executive - Oneonta	Responded to an ad on Indeed	11/03/2019
		Account Executive - Oneonta	Responded to an ad on Indeed	11/20/2019
		Account Executive - Oneonta	Responded to an ad on Indeed	12/08/2019
		Account Executive - Oneonta	Responded to an ad on Indeed	01/04/2020
		Account Executive - Oneonta	Applied through your website's jobs page	01/07/2020
		Account Executive - Oneonta	Responded to an ad on Indeed	01/09/2020
		Account Executive - Oneonta	Responded to an ad on Indeed	01/16/2020
		Account Executive - Oneonta	Responded to an ad on Indeed	01/27/2020
		Account Executive - Oneonta	Responded to an ad on Indeed	01/29/2020
		Account Executive - Oneonta	Responded to an ad on Indeed	02/20/2020



## **Media and Digital Sales Executive**

Townsquare Media is looking for a dynamic sales executive to join our media and digital advertising team! You will be selling local advertising for our innovative stations & all of its platforms, plus programmatic digital advertising and website platforms that include development, SEO and mobilization of sites.

Are you Commission Driven? Have a sense of what it takes to win? If you want to grow professionally, can move at the speed of light and still have fun - Well then we want to talk to you!

### **Responsibilities**

- Connect with qualified local and regional businesses.
- Conduct thorough Customer Needs Analysis.
- Present appropriate marketing solution programs.
  - These programs may include any of Townsquare Media's many assets for clients: Broadcast, Online Radio, Search Engine Marketing, Programmatic Display Advertising, Social Media Marketing, Loyalty Programs, E-commerce, Live Event Sponsorships, Onsite Activations and digital marketing services.
- Work with local and corporate marketing teams to develop campaign support materials.
- Responsible to accurately project revenues, meet and exceed monthly budgets for all product lines and overachieve annual budgets.
- Follow accountabilities set forth by your Sales Manager to help guide you to success achieving monthly sales quotas consistently.
- Provide insight and value to executive management to shape the future of our organization.

The candidate will need to be a team player who is willing to help others, while being able to work independently to complete tasks by deadline for your clients and for sales management. This candidate must be creative, take time to ask the right questions to prospective businesses and then manage the advertising campaign to the desired results.

### **Qualifications**

- A history of success with customers and a proven ability to develop and grow revenue.
- The successful candidate will be smart, curious, tenacious, entrepreneurial and independent,
- Must possess a strong work ethic and the ability to self-motivate.
- Knowledge and experience with digital media is preferred.
- Proven track record of prospecting and qualifying.
- Ability to engage clients quickly with excellent communication and problem-solving skills.
- Associates/Bachelor's business/marketing-related degree or equivalent experience.

### **Benefits**

- Weekly, Monthly, and Quarterly contests
- Uncapped commission potential
- 3 weeks of Vacation Time
- Company provided Laptop
- Medical, Dental, and Vision Insurance
- 401(k) Retirement Plan
- High Energy Work Environment
- Opportunity for Upward Mobility- The growth opportunity is great. TSM is a fast growing public company offering unlimited earning potential to our managers and salespeople.

## About Us

Townsquare is a radio, digital media, entertainment and digital marketing solutions company principally focused on being the premier local advertising and marketing solutions platform in small and mid-sized markets across the U.S. Our assets include 321 radio stations and more than 330+ local websites in 67 U.S. markets, a digital marketing solutions company([Townsquare Interactive](#)), a proprietary digital programmatic advertising platform ([Townsquare Ignite](#)) and approximately 200 live events. Our brands include local media assets such as [WYRK](#), [KLAQ](#), [K2](#) and [NJ101.5](#); iconic regional and national events such as the [WYRK's Taste of Country](#), the [Boise Music Festival](#), the [Red Dirt BBQ & Music Festival](#) and [Taste of Fort Collins](#); and leading tastemaker music and entertainment websites such as [XXLmag.com](#), [TasteofCountry.com](#) and [Loudwire.com](#).

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Last Name	First Name	Applied For	Source	Application Date
		Account Executive - Oneonta	Responded to an ad on Indeed	10/06/2020
		Account Executive - Oneonta	Applied through your website's jobs page	10/25/2020
		Account Executive - Oneonta	Responded to an ad on Indeed	10/02/2020
		Account Executive - Oneonta	Responded to an ad on Indeed	10/03/2020
		Account Executive - Oneonta	Responded to an ad on Indeed	10/14/2020
		Account Executive - Oneonta	LinkedIn (Prospecting)	10/13/2020



## **Account Executive**

At Townsquare we are a team of driven individuals who push ourselves and those around us to grow personally and professionally. You can expect a dynamic and competitive work environment that fosters success, training, development and unlimited earning potential.

Are you driven by customer success and finding the perfect solution for your clients? Do you want to grow your career with the industry leader in digital space, make money and have fun while doing it? Then we want to talk to you!

We're looking to build out a team of driven individuals to bring our best-in-class marketing solutions to local business in the Oneonta Market. This team is at the forefront of establishing and maintaining client relationships by leveraging our cross-platform advertising solutions to develop successful marketing campaigns for our clients.

## **What the role will look like?**

- Determine strategy for identifying, connecting and closing new opportunities in your local market
- Prospect and identify potential clients using our proprietary data and analytics
- Build and maintain close working relationships with internal teams to identify upsell and cross sell opportunities
- Using your influencing and relationship-building skills, you provide world class client service, research and market analysis to create a successful campaign for our clients.
- Responsible for bringing our premier marketing and advertising solutions to local and regional businesses in the CITY
- Diversifying our clients' solutions through cross-selling a variety of marketing solutions including broadcast, digital (website design, SEO, SEM, Programmatic, Paid Search/Social, etc.), live event sponsorship and much more

## **Qualifications:**

- Proven track record of meeting and exceeding aggressive sales goal
- Strong marketing acumen
- Effective verbal and written communications essential.
- Experience selling or working with digital and or multimedia advertising solutions
- 1+ year of sales or marketing experience is preferred, but not required
- Goal-oriented, strong work ethic and a desire to learn and grow a career in Sales
- Valid Driver's license, auto insurance, and vehicle
- Bachelor's Degree preferred but not required

## **Benefits:**

- Competitive compensation package with uncapped earning potential
- Tech package for laptop and cell phone
- Monthly car allowance

- 4-week long sales training program
- 3 weeks of PTO + 9 paid holidays
- Medical, Dental, Vision and Pet Insurance
- 401(K) Retirement Plan
- Casual, high-energy work environment
- Unlimited growth opportunities!

## **About Us**

Townsquare is a community-focused digital media, digital marketing solutions, and radio company focused outside the Top 50 markets in the U.S. Our assets include [Townsquare Interactive](#), a digital marketing services subscription business providing websites, search engine optimization, social platforms, and online reputation management for approximately 21,900 SMBs; [Townsquare IGNITE](#), a proprietary digital programmatic advertising technology with an in-house demand and data management platform; and Townsquare Media, our portfolio of 322 local terrestrial radio stations in 67 cities with corresponding local news and entertainment websites and apps including legendary brands such as [WYRK.com](#), [WJON.com](#), and [NJ101.5.com](#), along with a network of national music brands including [XXLmag.com](#), [TasteofCountry.com](#), [UltimateClassicRock.com](#), and [Loudwire.com](#).

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Last Name	First Name	Applied For	Source	Application Date
		Account Executive - Oneonta	Responded to an ad on Indeed	09/15/2021
		Account Executive - Oneonta	Responded to an ad on Indeed	05/19/2021
		Account Executive - Oneonta	Responded to an ad on Indeed	05/19/2021
		Account Executive - Oneonta	Responded to an ad on Indeed	06/13/2021
		Account Executive - Oneonta	Responded to an ad on Indeed	06/30/2021
		Account Executive - Oneonta	Linkedin (Ad Posting)	07/30/2021
		Account Executive - Oneonta	Linkedin (Ad Posting)	08/20/2021
		Account Executive - Oneonta	Linkedin (Ad Posting)	09/07/2021
		Account Executive - Oneonta	Linkedin (Ad Posting)	10/08/2021
		Account Executive - Oneonta	Linkedin (Ad Posting)	10/13/2021



## **Exhibit 5**

### Documentation of Outreach Initiatives

The attached materials document at least two points worth of initiatives included in the 2021-2022 EEO public file report and generally are presented in the order that the initiatives appear in that report.

Email correspondence regarding participation in January 24, 2022 webinar on FCC EEO obligations.

**From:**  
**To:**  
**Cc:**  
**Subject:** Re: EEO Report | Oneonta  
**Date:** Monday, January 24, 2022 10:21:54 AM  
**Attachments:** [image006.png](#)  
[image007.png](#)  
[EEO - Oneonta - 2021-2022.docx](#)

---

H ,

Here is the EEO report for Oneonta. I will be completing the training today.

Thanks!

Sincerely,

*Market Accounting Manager - GL Team*  
*Townsquare Media-Oneonta/Binghamton/Utica/Sedalia*

[townsquaremedia.com](http://townsquaremedia.com)

---

**From:** @townsquaremedia.com>  
**Sent:** Wednesday, January 19, 2022 4:06 PM  
**To:** @townsquaremedia.com>  
**Cc:** @townsquaremedia.com>;  
@townsquaremedia.com>  
**Subject:** RE: EEO Report | Oneonta

:

As promised, attached are the following:

1. A list of all recruitment initiatives that may be worth something for your market. Take a look now and see what, if anything you can add. Of course, let's add the two job fairs as discussed and the EEO training (I actually added this piece in for you already, but you will need to fill in the exact date you complete or plan to complete the training). And then of course, please save this down for future reference. Your market is required to earn two points per 2-year period.
2. A link to the EEO public file training, along with the training material.
3. Draft EEO report that we worked on during our call. Regarding section II, mentioned, I believe, that there was other recruitment done within the market at some of the jobs fair  
I believe we want to add that to section II.

Let me know if you have any questions. Do you think it's possible to get me a first draft of the report by Friday and then complete the training by Tuesday? Again, send me the draft please and then I

will submit to                      and his team for review with a cc to you.

Thank you again everyone! And thank you                      for taking the lead on this – much appreciated!

---

**Executive Legal Assistant**

**Townsquare Media**

1 Manhattanville Road, Suite 202 | Purchase, NY 10577

Direct Dial:



Corporate Office:

[@townsquaremedia.com](mailto:townsquaremedia.com)







Screenshot of WZOZ Facebook post promoting job fair hosted in April 2021:

**WZOZ 103.1FM**   
April 6, 2021 · 

Looking for a job? This is the place to go...






WZOZFM.COM


**Oneonta Virtual Job Fair - WZOZ 103.1**


Looking for a new career? Look no further than the Oneonta Virtual Job Fair! There are plenty ...

 2

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[LISTEN NOW](#)  
WZOZ 103.1



# JOB FAIR ALERT

## TOWNSQUARE MEDIA ONEONTA JOB FAIR TO OFFER WIDE VARIETY OF EXCITING JOB OFFERINGS

 Leslie AnnPublished: August 17, 2021

Getty Images

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[SHARE ON TWITTER](#)

This Friday, get ready for a great opportunity to meet a wide variety of employers in our region at the Townsquare Media Oneonta Job Fair at the Southside Mall, Route 23, Oneonta.

From 10:00 am to 5:00 pm, you'll have an opportunity to meet with representatives from ARC Otsego, The Hampton Inn (Oneonta), Springbrook, Oneonta Job Corps., Hartwick College, Robinson Terrace Rehabilitation and Nursing Center, Chestnut Park Rehabilitation and Nursing Center, Helios Care, and Townsquare Media to discuss great job opportunities in healthcare, teaching, working with youth, multi-media, and more.

Don't let this great chance to find out more about a new career opportunity pass you by! And if you can't come to the

Southside Mall for the event, look for our Virtual Job Fair on the [WZOZfm.com](http://WZOZfm.com) homepage for easy convenience. That way, you can check out opportunities at your convenience.

We hope to see you this Friday at the Southside Mall!