

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Atlantic City Employment Unit
WENJ-FM, WFPG, WPGG-AM, WPUR, WSJO
February 1, 2023 to January 31, 2024

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	4/17/2023	1, 2, 3, 4, 5	RS 1 - 1 RS 2 - 0 RS 3 - 0 RS 4 - 0 <u>RS 5 - 0</u> Total: 1	1
Account Executive Nos. 2 & 3	7/15/2023 8/15/2023	1, 2, 3, 4, 5	RS 1 - 1 RS 2 - 0 RS 3 - 1 RS 4 - 0 RS 5 - 0 RS 6 - 0 RS 7 - 0 <u>RS 9 - 1</u> Total: 3	1, 9

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	2
2	Indeed.com (via Greenhouse)	N	0
3	LinkedIn (via Greenhouse)	N	1
4	Zip Recruiter (via Greenhouse)	N	0
5	Glassdoor (via Greenhouse)	N	0
6	Indeed.com (candidate sourced)	N	0
7	LinkedIn (candidate sourced)	N	0
8	Employee Referral	N	0
9	Former Employee	N	1
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.	The Regional Vice President and Market President both participated in an online training for Valuing Diversity provided by Trust Mineral. The RVP completed his training on July 21, 2023 and the MP completed his training on August 3, 2023. 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, Director of Sales, Director of Content, and Promotions Director, each which has significant influence over hiring and recruiting for the market, 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	Participation in job fair.	On September 21, 2023, the EU co-sponsored the Cumberland County Job fair and Business Expo. The EU broadcast commercials leading up to the event and purchased a booth at the event where they were able to meet and greet with potential candidates interested in broadcasting. Both the Market President and Director of Sales sat at the booth from 4pm – 7pm.
4	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting.	On October 25, 2023, an On-Air Host virtually spoke with a group of students at Rowan University. The on-air host gave an account of her history in the industry, her road to becoming an on-air personality, how to network, and how she sees the industry evolving over the next few years. She also touched on the skills you learn within the industry and how they can serve you in many different career paths.
5	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting.	On February 22, 2023, the Regional Digital Managing Editor visited Atlantic Cape Community College to speak with students in an audio class about the impact social media and digital media have had on the media industry. The RDME spoke about her journey throughout her career, the ups and downs, as well as the skills required to get into the media industry. The RDME answered student questions about the broadcast/media industry and what they should be doing in school to help them in their future careers.

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6	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting.	On June 7, 2023, an On-Air Talent and Regional Digital Managing Editor gave a presentation to a group of students at Cedar Creek High School. The Townsquare representatives spoke with the students about their respective careers and talked about what skills are required to obtain a career in broadcast and/or media. Following the presentation, both representatives had lunch with students and were able to engage in an open discussion, answering more detailed questions from students.
7	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	Beginning January 12, 2023 and continuing through April 28, 2023, the EU hosted a Spring intern from Stockton University. The intern was supervised by the Marketing/Promotions Director. His responsibilities included assisting in the production of live events and live radio broadcasts, posting to station websites and social media outlets, writing creative articles, and developing marketing strategies for upcoming live events & clients. The intern was present for at least eight hours per week and attended one live event per week.
8	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The EU hosted four (4) summer interns from Stockton University, Grove City College, the University of Delaware, and Pennsylvania State University. The interns were each supervised by the Marketing/Promotions Director. Their responsibilities included assisting in the production of live events and live radio broadcasts, posting to station websites and social media outlets, writing creative articles, and developing marketing strategies for upcoming live events & clients. The interns were required to work a minimum of eight hours per week and attended one live event per week. The Stockton intern was with the EU from May 5, 2023 through August 18, 2023. The Penn State and Grove City College interns were with the EU from June 1, 2023 through August 10 th and August 12 th , respectively. The University of Delaware intern was with the EU from June 1, 2023 through August 18 th .
9	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The EU hosted two (2) fall interns from Stockton University and Temple University. The interns were each supervised by the Marketing/Promotions Director. Their responsibilities included assisting in the production of live events and live radio broadcasts, posting to station websites and social media outlets, writing creative articles, and developing marketing strategies for upcoming live events & clients. The interns were required to work a minimum of eight hours per week and attended one live event per week. The Stockton intern was with the EU from September 11, 2023 through December 15 th . The Temple University intern was with the EU from October 11, 2023 through December 15 th .