

EEO PUBLIC FILE REPORT

Townsquare License, LLC

Lansing Employment Unit

WITL-FM, WFMK(FM), WMMQ(FM), WJIM-FM, WJIM(AM), WVFN(AM)

June 1, 2020-May 31, 2021

Section 1. Vacancy List

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS that Referred the hiree
Account Executive	1-3, 5-7, 11	1
WITL Morning Show On Air Host	1, 4, 8, 9	9
WITL Morning Show On Air Host	1, 4, 8, 9	10

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Lansing Employment Unit
WITL-FM, WFMK(FM), WMMQ(FM), WJIM-FM, WJIM(AM), WVFN(AM)
June 1, 2020-May 31, 2021

Section 2. Recruitment Source List

RS Number	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS over 12-month period
1	Townsquare Media Postings	N	1
2	Social Media posts- Twitter and Facebook for all stations	N	0
3	www.indeed.com (via Greenhouse)	N	4
4	Michigan Association of Broadcasters 819 N Washington Lansing, MI 48906 P: 517:484-7444 F: 517-484-5810 Email: jobbank@michmab.com	N	0
5	www.glassdoor.com (via Greenhouse)	N	0
6	www.diversityjobboard.com (via greenhouse)	N	0
7	www.Linkedin.com	N	1
8	www.allaccess.com	N	1
9	www.countryaircheck.com	N	1
10	Referrals	N	3
11	Job Fairs (See Section III)	N	0
Total Number of Interviews over 12-month period: 11			

EEO PUBLIC FILE REPORT

Townsquare License, LLC

Lansing Employment Unit

WITL-FM, WFMK(FM), WMMQ(FM), WJIM-FM, WJIM(AM), WVFN(AM)

June 1, 2020-May 31, 2021

Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On October 12, 2020, the Sales Manager conducted an hour-long session for students at Ferris State University. The session covered how digital advertising has changed the dynamics of radio advertising, the different selling options that radio offers and what broadcasting companies are looking for when hiring qualified candidates. Students could ask questions regarding careers in broadcasting.
Training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	The Market President participated in this webinar for training on FCC EEO obligations on January 13, 2021.
Participation in job fair	On February 24, 2021, our SEU participated in the Michigan State University Spring Career Fair that was held virtually. Students were able to sign up ahead of time for one-on-one sessions with the Market President. The applicants' resumes were collected prior to the session. Over 20 individuals had a chance to speak with our Market President regarding Broadcasting opportunities.
Participation in job fair	On March 9, 2020, our SEU participated in the 2021 MAB Foundation Virtual Media Career & Networking Event. 98 Students and business-minded professionals were registered for this event. Candidates were allowed to converse via chat with our market president about current opportunities available.

Type of Recruitment Initiative	Brief Description of Activity
Participation in job fair	On March 10, 2020, our SEU participated in the 2021 Un-Conventional Great Lakes Media Show. Students and business-minded professionals registered for this virtual event. Candidates were able to converse via chat with our Market President about current opportunities available.