

**EEO PUBLIC FILE REPORT**  
**Townsquare License, LLC**  
**Lansing Employment Unit**  
**WITL-FM, WFMK(FM), WMMQ(FM), WJIM-FM, WJIM(AM), WVFN(AM)**  
**June 1, 2021-May 31, 2022**

**Section 1. Vacancy List**

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS that Referred the hiree</b>
Market President/Chief Revenue Officer	1-6	7
Director of Sales	Exigent Circumstances	7
On-Air Host	Exigent Circumstances	1, 7
On-Air Host	1-6	7
Digital Content Creator	1-6	3
Account Executive	1-6, 8	7
Account Executive	1-6, 8	1
Account Executive	1-6, 8	3

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**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 Careers web page (via Greenhouse)	N	5
2	Social Media posts- Twitter and Facebook for all stations	N	0
3	<a href="http://www.indeed.com">www.indeed.com</a> (via Greenhouse)	N	4
4	<a href="http://www.glassdoor.com">www.glassdoor.com</a> (via Greenhouse)	N	0
5	<a href="http://www.diversityjobboard.com">www.diversityjobboard.com</a> (via greenhouse)	N	0
6	<a href="http://www.Linkedin.com">www.Linkedin.com</a>	N	4
7	Referrals	N	7
8	Job Fairs (See Section III)	N	0
<b>Total Number of Interviews over 12-month period: 20</b>			

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**Section 3. Recruitment Initiatives**

<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	<p>On February 23, 2022, the Director of Content conducted an hour-long Podcast for students at Central Michigan University. The session covered the real-world work experience after college, how the classes taken at CMU helped gain past employment and present position. Podcast is open to CMU students as well as the general public. It was promoted on social media and on campus.</p> <p><a href="https://anchor.fm/wmhw/episodes/Depth-of-Field-The-Evolution-of-Radio-with-McConnell-Adams-e1emvnc">https://anchor.fm/wmhw/episodes/Depth-of-Field-The-Evolution-of-Radio-with-McConnell-Adams-e1emvnc</a></p>
Internship Program	<p>June-July 2021 a student from Michigan State University was able to learn what it takes to be an account executive. He went on sales calls with senior staff. A Senior Account Executive him on several sales calls. He participated in the Townsquare University training, sat in on the morning shows, and learned some of the programs that are used, effectiveness of cold calling, and how to put a radio schedule together. He worked with our Market President/CRO as he navigated through the sales process and what he needed to learn on what an account executive day consists of.</p>
Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	<p>On October 22, 2021, our SEU participated in the SVSU Career Fair. Students were able to talk to the Market President about job opportunities at all Michigan markets.</p>

<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On October 29, 2021, our SEU participated in the SVSU Virtual Career Fair. Students were able to talk to the Market President about job opportunities at all Michigan markets
Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On February 10, 2022, our SEU participated in the Michigan State University ComArtSci Fair that was held virtually. Students were able to sign up ahead of time for one-on-one sessions with the Director of Sales. Six students were able to speak with the Director of Sales regarding broadcasting opportunities.
Participation in job fair	On March 25, 2022, our SEU participated in the 2022 MAB Foundation Digital Speed Networking Career Event. 50 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.