

**EEO PUBLIC FILE REPORT**  
**Townsquare License, LLC**  
**Bangor Employment Unit**  
**WQCB, WBZN, WWMJ, WEZQ, WDEA**  
**December 1, 2022 to November 30, 2023**

**Section 1. Vacancy List**

<b>Job Title</b>	<b>Date Filled</b>	<b>Public Sources (RS) Used to Fill Vacancy</b>	<b>Number of Interviewees Referred by Each Source</b>	<b>RS Referring Hiree</b>
Account Executive No. 1	6/6/2023	1, 2, 3, 4	RS 1 - 0 RS 2 - 0 RS 3 - 0 RS 4 - 0 <u>RS 6 - 1</u> Total: 1	6
Account Executive No. 2	8/21/2023	1, 2, 3, 4	RS 1 - 0 RS 2 - 0 RS 3 - 0 RS 4 - 0 <u>RS 5 - 1</u> Total: 1	5
On-Air Host/Producer	4/3/2023	1, 2, 3, 4	RS 1 - 1 RS 2 - 0 RS 3 - 0 <u>RS 4 - 0</u> Total: 1	1

**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> (via Greenhouse)	N	1
2	Indeed.com (via Greenhouse)	N	0
3	LinkedIn (via Greenhouse)	N	0
4	Zip Recruiter (via Greenhouse)	N	0
5	Indeed (Candidate Sourced)	N	1
6	Employee Referrals	N	1
<b>TOTAL INTERVIEWS</b>			<b>3</b>

**EEO PUBLIC FILE REPORT**  
**Townsquare License, LLC**  
**Bangor Employment Unit**  
**WQCB, WBZN, WWMJ, WEZQ, WDEA**  
**December 1, 2022 to November 30, 2023**

**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 June 22, 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	Participation in job fair	On November 1, 2023, the Market President attended the Husson University general career fair. The Market President was able to meet with potential candidates/students and share what opportunities Townsquare had to offer.
3	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On October 17, 2023, On-Air Host spoke with J.A. Leonard Middle School's (RSU #34 Old Town, Maine) 7th Grade class about the role of media in the community as part of the students' community unit and service-learning projects.
4	Participation in job fair	On November 16, 2023, the Director of Digital Strategy and Sales participated in the Explore Careers Casually job fair held at the University of Maine. The event was geared towards students in the Marketing, New Media, and Business Schools to help discover relevant career tracks and inquire about opportunities and job openings from different vendors from multiple sectors of the Business world. Townsquare Media Bangor represented the Media/Advertising sector for the career fair.