

EEO PUBLIC FILE REPORT
Townsquare Media Trenton License, LLC
WPST(FM) 94.5, WCHR(AM) 1040, WNJE(AM) 920¹

February 1, 2020 through January 31, 2021

Section 1. Vacancy List

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS/Other Sources that Referred the hiree
Account Executive	1, 2, 3, 4, 5	2 (1 hiree) 6 (2 hirees)

¹ Townsquare Media Trenton License, LLC is comprised of two separate employment units: (1) WPST(FM), WCHR(AM) and WNJE(AM) and (2) WKXW(FM). The two employment units are merging; thus, while the instant report covers WPST(FM), WCHR(AM), and WNJE(AM) only, the report for 2021-2022 and all future reports will cover all four stations.

Section 2. Recruitment Source List

RS Number	RS Information (Source, Address and Phone Number)	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS over 12-month period
1	Glassdoor.com (via Greenhouse) www.glassdoor.com 100 Shoreline Highway Mill Valley, CA 94941 888-353-9323	No	0
2	Indeed.com (via Greenhouse) www.indeed.com 6433 Champion Grandview Way Building 1 Austin, TX 78750 800-475-4361	No	1
3	LinkedIn.com Townsquare Media Page (via Greenhouse) or Staff Personal Pages www.linkedin.com 1000 W. Maude Ave. Sunnyvale, CA 94085 650-687-3600	No	0
4	Townsquare Media Career Pages (via Greenhouse) www.townsquaremedia.com 1 Manhattan Rd. Suite 202 Purchase, NY 10577 203-861-0900	No	0
5	WPST.com www.wpst.com 109 Walters Ave. Trenton, NJ 08638 609-359-5300	No	0
6	Employee Referral WPST(FM) 94.5/WCHR(AM) 1040/WNJE(AM) 940 109 Walters Ave. Trenton, NJ 08638 609-359-5300	No	3
7	Industry Referral	No	0

RS Number	RS Information (Source, Address and Phone Number)	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS over 12-month period
8	Internal Posting ² WPST(FM) 94.5/WCHR(AM) 1040/WNJE(AM) 940 109 Walters Ave. Trenton, NJ 08638 609-359-5300	No	0
9	Townsquare Media Corporate Recruiters/Direct Sourcing Corporate Recruiters 200 South Tyron St. Suite 400 Charlotte, NC 28202 704-207-1348	No	1
10	Unsolicited Applications ³	No	0
Total Number of Interviews over 12-month period: 5			

² Internal Posting: This refers to someone seeing the internal posting and responding themselves.

³ Unsolicited Applications: This refers to a candidate not indicating the recruitment source or indicating a recruitment source that the stations did not use to fill the vacancy.

Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
<p>Internship Program (establishment of an intern program designed to assist members of the community)</p>	<p>The unit has a long-standing internship program in its Promotions and Marketing and On-Air departments. We advertise our internship program through ads on WPST(FM)'s website and on-air programs.</p> <p>Internship participants receive college credit while learning aspects of radio promotions, radio marketing, broadcast news, radio sales, and digital news and programming content. All students get extensive training and hands-on experience.</p> <p>In 2020, we had a total of nine interns from the following colleges and universities: Emerson College, Marist College, Mercy College, Monmouth University, Rider University, Rowan University, The College of New Jersey, University of New Haven, and West Virginia University.</p>
<p>EEO Management Training Session (provision of training to management)</p>	<p>A training session reviewing the stations' EEO practices was held on Wednesday, November 11, 2020. All hiring authorities from WPST(FM), WCHR(AM), and WNJE(AM) attended the virtual training session. Station personnel reviewed the stations' best practices and policies for following EEO requirements and discussed the stations' current recruitment efforts as it pertains to filling vacancies. Hiring authorities also made suggestions for additions to the station's current recruitment notification list. A guide on the stations' EEO recruitment and hiring practices was distributed via email to all hiring authorities prior to the training session.</p>
<p>Townsquare Media Trenton "The Erik Van Ness 2020 Scholarship Award" Scholarship Program (participation in scholarship programs)</p>	<p>The unit sponsored the "The Erik Van Ness 2020 Scholarship Award" in Recognition of Outstanding Creativity. In 2002, Erik Van Ness lost his lifelong battle with cystic fibrosis. In Erik's memory, Townsquare Media Trenton sponsors the annual memorial scholarship in the hope of fostering</p>

the kind of creativity and passion he inspired in us.

The yearly scholarship is in the amount of \$1,000. It is awarded to a New Jersey resident enrolled in an accredited college or university. Eligible students must major in broadcasting, communications, journalism, film, and/or related coursework.

WPST(FM) advertised and solicited applicants for the scholarship through two months of on-air ads, the station's website, wpst.com, and by mailing application materials to New Jersey community colleges and four-year colleges and universities.

The unit's Director of Content reviewed the submitted applications and selected the winner.