

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Monmouth/Ocean Employment Unit
WADB(AM), WCHR(FM), WJLK(FM), WOBB(FM), WOBB(AM)
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
Director of Digital and Radio Content	5/15/23	1, 2, 3, 5, 7, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 48, 49	RS 50 – 1 RS 52 – 1 TOTAL: 2 RS 1-49, 51, 53, 54, 55 – 0 Interviews	RS 52
Digital Sales Lead	7/17/23	1, 2, 3, 5, 7, 8, 9, 10, 11, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 48, 49	RS 6 – 1 RS 11 – 1 TOTAL: 2 RS 1, 2, 3, 4, 5, 7, 8, 9, 10, 12-55 – 0 Interviews	RS 6
Account Executive	1/29/24	1, 2, 3, 5, 7, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49	RS 5 – 1 RS 6 – 6 RS 7 – 1 RS 52 – 3 TOTAL: 11 RS 1, 2, 3, 4, 8-51, 53, 54, 55 – 0 Interviews	RS 6

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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	AllAccess.com www.allaccess.com PO Box 6587 Malibu, CA 90264 310-457-6616	No	0
2	Broadcast1Source ¹ 5000 Crossmill Rd. McLeansville, NC 27301 336-553-0620	No	0
3	Cat County 96.7 and 104.1 (WADB-AM/WOBFM-AM) website www.catcountryjerseyshore.com 8 Robbins St. Toms River, NJ 08573 848-221-8000	No	0
4	Indeed (Candidate Sourced via Townsquare Media Recruiters) www.indeed.com 6433 Champion Grandview Way Building 1 Austin, TX 78750 512-459-5300	No	0
5	Indeed (via Greenhouse) www.indeed.com 6433 Champion Grandview Way Building 1 Austin, TX 78750 512-459-5300	No	1
6	LinkedIn (Candidate Sourced via Townsquare Media Recruiters) www.linkedin.com 1000 W. Maude Ave. Sunnyvale, CA 94085	No	7

¹ Broadcast1Source: The station unit uses the services of Broadcast1Source, in conjunction with the New Jersey Broadcasters Association (NJBA), to send notices of job openings to nearly 70 recruitment sources, most of which are colleges, civic groups, and organizations representing women and minorities throughout New Jersey.

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
	650-687-3600		
7	LinkedIn (via Greenhouse) www.linkedin.com 1000 W. Maude Ave. Sunnyvale, CA 94085 650-687-3600	No	1
8	National Alliance of State Broadcasters Association (website) www.nasbaonline.net 2333 Wisconsin St., NE Albuquerque, NM 87110 505-881-4444	No	0
9	New Jersey Broadcasters Association 2608 Lakewood Rd., Suite 3 Point Pleasant, NJ 08742 888-657-2346	No	0
10	New Jersey Department of Labor and Workforce Development (website) www.careerconnections.nj.gov 1 John Fitch Plaza Trenton, NJ 08611 609-292-2000	No	0
11	Townsquare Ignite (via Greenhouse) www.townsquareignite.com 1 Manhattanville Rd., Suite 202 Purchase, NY 10577 704-776-0433	No	1
12	Townsquare Media Career Pages (via Greenhouse) www.townsquaremedia.com 1 Manhattanville Rd., Suite 202 Purchase, NY 10577 203-861-0900	No	0
13	WCHR 105.7 FM The Hawk website www.1057thehawk.com 8 Robbins St. Toms River, NJ 08573 848-221-8000	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
14	WJLK 94.3 FM The Point website www.943thepoint.com 8 Robbins St. Toms River, NJ 08573 848-221-8000	No	0
15	WOBFM 92.7 FM website www.wobfm.com 8 Robbins St. Toms River, NJ 08573 848-221-8000	No	0
16	Baruch College - The City University of New York Starr Career Development Center One Barnard Baruch Way 55 Lexington Ave. New York, NY 10010 646-312-4670	Yes (Prong 2; notified via email from station unit)	0
17	Bloomfield College Center for Career Development 12 Austin Pl. Bloomfield, NJ 07003 973-748-9000	No	0
18	Brookdale Community College Career, Leadership & Transfer Pathways 765 Newman Springs Rd. Main Academic Complex, MAC 105 Lincroft, NJ 07738 732-224-2792	No	0
19	Caldwell University Career Planning and Development 120 Bloomfield Ave. Aquinias Hall, Room 109 Caldwell, NJ 07006 973-618-3290	No	0
20	Centenary College of New Jersey The Career Development Office 400 Jefferson St.	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
	Hackettstown, NJ 07840 908-852-1400		
21	The College of New Jersey The Career Center Roscoe West Library, Room 102 PO Box 7718 200 Pennington Rd. Ewing, NJ 08628 609-771-2161	No	0
22	Delta Community Supports 1130 US-202 Raritan, NJ 08869 908-707-8844	Yes (Prong 2; notified via email from station unit)	0
23	Division of Vocational Rehabilitation Services for Camden County (New Jersey Department of Labor & Workforce Development) 101 Woodcrest Rd., Suite 127 Cherry Hill, NJ 08003 856-549-0600	Yes (Prong 2; notified via email from station unit)	0
24	Division of Vocational Rehabilitation Services for Cape May County (New Jersey Department of Labor & Workforce Development) 3801 Route 9 South, Unit 3 Rio Grande, NJ 08242 609-224-2010	Yes (Prong 2; notified via email from station unit)	0
25	Division of Vocational Rehabilitation Services for Mercer County (New Jersey Department of Labor & Workforce Development) 28 Yard Ave., Suite CN959 Trenton, NJ 08625 609-292-2940	Yes (Prong 2; notified via email from station unit)	0
26	Division of Vocational Rehabilitation Services for Monmouth County (New Jersey Department of Labor & Workforce Development)	Yes (Prong 2; notified via email from station unit)	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
	60 Taylor Ave. North Neptune, NJ 07753 732-481-6300	station unit)	
27	Drew University Center for Career Development 36 Madison Ave. Madison, NJ 07940 973-408-3654	No	0
28	Fairleigh Dickinson University - Florham Campus Career Development Center 285 Madison Ave. Madison, NJ 07940 973-443-8945	No	0
29	Felician University Center for Personal and Professional Development One Felician Way Rutherford, NJ 07070 201-559-3620	No	0
30	Kean University Career Services 1000 Morris Ave. Union, NJ 07083 908-737-0320	No	0
31	La Salle University Career Center Founders' Hall - 128 1900 West Olney Ave. Philadelphia, PA 19141 215-951-1075	No	0
32	Mercer County Community College Career Services 1200 Old Trenton Rd. West Windsor, NJ 08550 609-570-3397	Yes (Prong 2; notified via email from station unit)	0
33	Monmouth University Career Development 400 Cedar Ave.	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
	West Long Branch, NJ 07764 732-571-3471		
34	Montclair State University 1 Normal Ave. Montclair, NJ 07043 973-655-5194	No	0
35	New Jersey City University Career Success Lab 2039 Kennedy Blvd. Jersey City, NJ 07305 201-200-2180	No	0
36	Ocean County College Career Services 1 College Dr. Toms River, NJ 08754 732-255-0400 ext. 2349	No	0
37	Ramapo College of New Jersey The Cahill Career Development Center 505 Ramapo Valley Rd. Mahwah, NJ 07430 201-684-7444	No	0
38	Rider University Career Development and Success Bart Luedeke Center, 2 nd Floor, Suite 237 2083 Lawrenceville Rd. Lawrenceville, NJ 08684 609-896-5000	No	0
39	Rutgers University - Camden Campus The Career Center Campus Center, Lower Level, Room 006 326 Penn St. Camden, NJ 08102 856-225-6046	No	0
40	Rutgers University - New Brunswick Campus Office of Career Exploration & Success	No	0

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	106 Somerset St., 4 th Floor New Brunswick, NJ 08901 848-932-7997		
41	Rutgers University - Newark Campus Career Development Center Hill Hall 112 195 University Ave. Newark, NJ 07102 973-353-5311	No	0
42	Seton Hall University The Career Center Bayley Hall, Room 209 400 S. Orange Ave. South Orange, NJ 07079 973-761-9355	No	0
43	Stockton University Career Education & Development Campus Center, Suite 104 101 Vera King Farris Dr. Galloway, NJ 08205 609-652-4650	No	0
44	Temple University Career Center 220 Mitten Hall 1913 N. Broad St. Philadelphia, PA 19122 215-204-7981	No	0
45	William Paterson College The Career Development Center Student Center 301 300 Pompton Rd. Wayne, NJ 07470 973-720-3291	No	0
46	The College of New Jersey Spring Career & Internship Fair Wednesday, February 22, 2023 The College of New Jersey 200 Pennington Rd.	No	0

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	Ewing, NJ 08628 609-771-2161		
47	Rowan University's Humanities, Social Sciences, Communications & Creative Arts Expo Wednesday, March 1, 2023 Rowan University 201 Mullica Hill Rd. Glassboro, NJ 08028 856-256-4456	No	0
48	Seton Hall Spring 2023 Career Expo Event Wednesday, March 29, 2023 Seton Hall University 400 S. Orange Ave. South Orange, NJ 07079 973-761-9355	No	0
49	Rider University Spring 2023 General Career Fair Thursday, March 30, 2023 Rider University 2083 Lawrenceville Rd. Lawrenceville, NJ 08648 609-896-5000	No	0
50	Townsquare Media Corporate Recruiters - Candidate Sourced 1 Manhattanville Rd., Suite 202 Purchase, NY 10577 203-861-0900	No	1
51	Employee Promotion WADB(AM) 1310/WCHR(FM) 105.7/WJLK(FM) 94.3/WOBB(FM) 92.7/WOBB(AM) 1160 8 Robbins St. Toms River, NJ 08573 848-221-8000	No	0
52	Employee Referral WADB(AM) 1310/WCHR(FM)	No	4

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	105.7/WJLK(FM) 94.3/WOBB(FM) 92.7/WOBB(AM) 1160 8 Robbins St. Toms River, NJ 08573 848-221-8000		
53	Industry Referral	No	0
54	Internal Posting ² WADB(AM) 1310/WCHR(FM) 105.7/WJLK(FM) 94.3/WOBB(FM) 92.7/WOBB(AM) 1160 8 Robbins St. Toms River, NJ 08573 848-221-8000	No	0
55	Unsolicited Applications ³	No	0
TOTAL INTERVIEWS			15

Note About Prong 2 Requests:

*New Jersey Department of Labor & Workforce Development - Division of Vocational Rehabilitation Services for Camden County: asked to be notified on 2/3/23

*New Jersey Department of Labor & Workforce Development - Division of Vocational Rehabilitation Services for Cape May County: asked to be notified on 2/3/23

*New Jersey Department of Labor & Workforce Development - Division of Vocational Rehabilitation Services for Monmouth County: asked to be notified on 2/3/23

Please note that the below Prong 2 requests asked to all be notified on 1/24/23. They were not included on the 2022-2023 EEO Report, that ran from February 1, 2022 through January 31, 2023, because the station unit did not fill any of the job vacancies that were posted from January 24, 2023 through January 31, 2023:

*Baruch College - The City University of New York: asked to be notified on 1/24/23

*Delta Community Supports: asked to be notified on 1/24/23

*Mercer County Community College: asked to be notified on 1/24/23

*New Jersey Department of Labor & Workforce Development - Division of Vocational Rehabilitation Services for Mercer County: asked to be notified on 1/24/23

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

³ Unsolicited Applications: This refers to a candidate indicating a recruitment source the station unit did not use.

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Section 3. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Valuing Diversity Training Program (provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination)	On Friday, July 21, 2023, the Regional Vice President for the station unit 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	EEO Management Training Session (provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination)	During the month of November, the Regional Vice President for the station unit and the Public File Director for the station unit participated in an internal compliance training provided by the legal and human resources departments of Townsquare Media. The Public File Director took the training on Tuesday, November 7, 2023. The Regional Vice President took the training on Wednesday, November 8, 2023. The training was approximately one-hour in length and covered topics such as broad recruitment and FCC obligations and compliance. The training also covered areas of internal processes to ensure compliance with the Company's EEO practices.
3	"Top Gun" Training Program (training program designed to enable station personnel to acquire skills that could qualify them for higher level positions)	An Account Executive for the station unit participated in a four-day "Top Gun" training program from Tuesday, November 14, 2023 through Friday, November 17, 2023. Each day's session lasted for 120 minutes. The "Top Gun" training program was designed by Townsquare Media to help train and advance the top 15% of Ignite sellers to the next level in their career.
4	Internship Program (establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment)	WADB(AM) 1310/WCHR(FM) 105.7/WJLK(FM) 94.3/WOBB(FM) 92.7/WOBB(AM) 1160 has established an ongoing internship program in our Promotions and Marketing Department. We actively advertise our internship program through ads on the station unit's websites, as well as ads placed with some of the station unit's college and university partners. We also recruit students interested in a career in radio

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		<p>broadcasting by attending career and internship fairs held at New Jersey colleges and universities throughout the year. In 2023, a hiring authority representing the station unit attended a total of four events relating to career opportunities in broadcasting.</p> <p>Internship participants receive college credit while learning aspects of radio promotions, radio marketing, broadcast news, radio sales, digital news, and programming content. All students get extensive training and hands-on experience. Students work with a number of part-time and full-time employees within the station unit, including the Director of Marketing and Promotions, Promotions Assistants, On-Air Content Creators, and Account Executives.</p> <p>In 2023, the station unit had a total of seven interns from the following higher education institutions: The College of New Jersey, Connecticut School of Broadcasting, Lehigh University, Monmouth University, Ocean County College, and Washington and Lee University.</p> <p>We accepted applicants for fall, spring, and summer internships in 2023. Four of our interns enrolled in our summer internship program from May 2023 through August 2023, and three interns enrolled in our fall internship program from September 2023 through December 2023.</p>
5	<p>“The Erik Van Ness 2023 Scholarship Award” Scholarship Program (participation in scholarship program designed to assist students interested in pursuing a career in broadcasting)</p>	<p>In partnership with WKXW(FM) NJ101.5 and WPST(FM) 94.5, a station unit owned and operated by Townsquare Media, WCHR(FM) 105.7, WJLK(FM) 94.3, and WOBB(FM) 92.7 sponsored “The Erik Van Ness 2023 Scholarship Award” in Recognition of Outstanding Creativity.</p> <p>In 2002, Erik Van Ness lost his lifelong battle with cystic fibrosis. In Erik’s memory, WCHR(FM) 105.7, WJLK(FM) 94.3, and WOBB(FM) 92.7 sponsored the annual memorial scholarship in the hope of fostering the kind of creativity and passion he inspired in us.</p>

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		<p>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 communications, radio and television broadcasting, or audio production, or related courses. Related courses include broadcast and digital journalism and film/video production.</p> <p>WCHR(FM) 105.7, WJLK(FM) 94.3, and WOBFM(FM) 92.7 advertised and solicited applicants for the scholarship through four months of on-air ads, starting in September 2023, on WCHR(FM) 105.7, WJLK(FM) 94.3, and WOBFM(FM) 92.7, as well as the stations' respective websites, 1057thehawk.com, 943thepoint.com, and wobm.com.</p> <p>Scholarship candidates were also solicited by mailing application materials to New Jersey and Pennsylvania community colleges and four-year colleges and universities, as well as through emails to educators teaching in the areas of interest that pertain to the scholarship requirements.</p> <p>Additionally, WJLK(FM) 94.3 and WOBFM(FM) 92.7 shared the link to the scholarship via its Facebook pages.</p> <p>Together, the station unit's Vice President of Content and the Public File Director reviewed the submitted applications and selected the winner. Also involved in the process was the Regional Vice President for the station unit.</p>
6	<p>TCNJ Spring Career & Internship Fair (participation in events or programs relating to career opportunities in broadcasting which are sponsored by educational institutions)</p>	<p>The College of New Jersey Spring Career and Internship Fair was held at the Brower Student Center on the college's campus in Ewing, New Jersey on Wednesday, February 22, 2023. The event started at 11:30 a.m. and ended at 3 p.m. One hiring authority from the station unit, the Director of Marketing and Promotions, and one station unit employee, the Public File Director, attended the fair and spoke with students about full-time career opportunities available at the station unit. The employees attending the fair represented the</p>

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		<p>entire station unit of WADB(AM) 1310/WCHR(FM) 105.7/WJLK(FM) 94.3/WOBB(FM) 92.7/WOBB(AM) 1160. The hiring authority and employee also discussed with students the station unit's year-round internship program. During the fair, resumes were collected from students to review and consider for current and future job openings and internships. At the time of the expo, the station unit was recruiting to fill a full-time Account Executive position.</p>
7	<p>Rowan University's Humanities, Social Sciences, Communications & Creative Arts Expo (participation in events or programs relating to career opportunities in broadcasting which are sponsored by educational institutions)</p>	<p>On Wednesday, March 1, 2023, Rowan University held its Humanities, Social Sciences, Communication and Creative Arts Expo at the Chamberlain Student Center Ballroom on the university's campus in Glassboro, New Jersey. The purpose of the expo was to provide students an opportunity to obtain experience in their field of study, particularly through internships and vacant full-time job opportunities. The four-hour expo ran from 10 a.m. through 2 p.m. The expo was attended by one station unit hiring authority, the Director of Marketing and Promotions, and one station unit employee, the Public File Director. The pair represented the entire station unit of WADB(AM) 1310/WCHR(FM) 105.7/WJLK(FM) 94.3/WOBB(FM) 92.7/WOBB(AM) 1160. During the expo, students learned about full-time job opportunities and internships at the station unit. Students were permitted to give the station unit hiring authority their resumes during the expo, which were considered for current and future full-time job vacancies and internships. At the time of the expo, the station unit was recruiting to fill a full-time Account Executive position.</p>
8	<p>Seton Hall Spring 2023 Career Expo Event (participation in events or programs relating to career opportunities in broadcasting which are sponsored by educational institutions)</p>	<p>The Seton Hall Spring 2023 Career Expo Event was held at Bethany Hall on the university's campus in South Orange, New Jersey on Wednesday, March 29, 2023 from 2:30 p.m. to 5:30 p.m. The Director of Marketing and Promotions for WADB(AM) 1310/WCHR(FM) 105.7/WJLK(FM) 94.3/WOBB(FM) 92.7/WOBB(AM) 1160, a hiring authority, attended the expo. During the event, the hiring authority spoke with interested students about full-time career opportunities available at the station unit. Also</p>

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		<p>discussed with students was the station unit’s year-round internship program. During the event, resumes were collected from students and considered for current and future job openings and internships. At the time of the event, the station unit was recruiting for the following full-time job vacancies: Account Executive, Digital Sales Lead, and Director of Digital and Radio Content.</p>
9	<p>Rider University Spring 2023 General Career Fair (participation in events or programs relating to career opportunities in broadcasting which are sponsored by educational institutions)</p>	<p>Employers had the opportunity to attend the Rider University Spring 2023 General Career Fair on Thursday, March 30, 2023 from 11 a.m. to 2 p.m. The fair was held at the Student Recreation Center on the university’s campus in Lawrenceville, New Jersey. The purpose of the fair was to provide students an opportunity to obtain experience in their field of study, particularly through internships and open employment vacancies. Representing the entire station unit of WADB(AM) 1310/WCHR(FM) 105.7/WJLK(FM) 94.3/WOBN(FM) 92.7/WOBN(AM) 1160, one hiring authority and one station unit employee attended the fair. In attendance was the General Sales Manager, a station unit hiring authority, and the Public File Director, a station unit employee. The pair spoke with students about the station unit’s full-time job opportunities and internship program. Resumes were collected and considered for current and future job vacancies and internships. At the time of the event, the station unit was recruiting for the following full-time job vacancies: Account Executive, Digital Sales Lead, and Director of Digital and Radio Content.</p>
10	<p>Memorial Middle School “Career Day” (participation in events or programs relating to career opportunities in broadcasting which are sponsored by educational institutions)</p>	<p>On Friday, January 26, 2023, a Promotions Coordinator representing WJLK(FM) 94.3 attended “Career Day” at Memorial Middle School in Point Pleasant, New Jersey. The event lasted from 8 a.m. to 11:30 a.m.</p> <p>The purpose of the event, according to school officials, is to educate eighth-grade students about various career fields. The event brings together professionals from different industries, giving students the opportunity to learn about what experiences, educational backgrounds, and careers</p>

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		<p>exist in a particular profession.</p> <p>During the event, students asked the Promotions Coordinator about careers in radio broadcasting, the duties and responsibilities of a Promotions Coordinator; and what goes into planning a live appearance.</p>
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