

EEO PUBLIC FILE REPORT
Townsquare Media – Binghamton LLC
WHWK-FM, WAAL-FM, WWYL-FM, WNBF-AM, WYOS-AM
February 1, 2017 to January 31, 2018

Section 1. Vacancy List

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS that Referred the hiree
Account Executive – June 14, 2017	1 thru 14 below	11
Account Executive – July 10, 2017	1 thru 14 below	11
On-Air – WAAL_FM February 27, 2017	1 thru 14 below	14
On-Air Host WHWK –FM September 11, 2017	1 thru 14 below	12
Receptionist – October 23, 2017	1 thru 14 below	11

Section 2. Recruitment Source List

RS Number	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Townsquare Media – Binghamton (Break rooms, Bulletin Boards, Company email, Employee Referral, websites, On-Air Announcements, Walk-ins)	No	0
2	Townsquare Media – Binghamton Digital Job Fair www.991thewhale.com www.981thehawk.com www.wild104fm.com www.wnbf.com www.espnbinghamton.com (Digital Job Fair –February 15, 2017 thru March 27, 2017)	No	0
3	Binghamton University	No	0

	(Job Fair – September 14, 2017)		
4	SUNY Broome (Job Fair-April 27, 2017)	No	0
5	Community Foundation of South Central New York	No	0
6	Workforce of New York/Job Source NY	Yes	0
7	Broome-Tioga Workforce NY Tioga Employment Center (Job Fair – October 11, 2017)	Yes	0
8	Southern Tier Young Professionals	Yes	0
9	New York State Department of Labor	Yes	0
10	Marywood University	No	0
11	Indeed.Com www.Indeed.com	No	40
12	All Access www.allaccess.com	No	7
13	On-Air Job Announcements on each Employment Unit Station (for On-Air and Account Executive Positions apprx 2,000 spots)	No	0
14	Internal Referral	No	1
Total Number of Interviews over 12-month period: 48			

Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Binghamton University Job and Internship Fair – September 14, 2017	Participation in the Binghamton University Job and Internship Fair on September 14, 2017 in the University Union from 11:00am to 3:30pm. Key staff including two Market Sales Managers answered questions about broadcasting opportunities. Townsquare Media personnel that were present had substantial responsibility in the making of hiring decisions. Career

	<p>Opportunities” pamphlet and placed an ad for the Employment Unit in their Business Show guide book.</p>
<p>Tioga Job County Fair – March 7, 2017</p>	<p>Participation in the Tioga County Job Fair held at the Owego Treadway Inn, Owego New York. This Job Fair is organized by Tioga Employment Center, Broome-Tioga Workforce NY. From 10:00am to 2:00pm,. This Job Fair is a community-wide event that promotes employment and education in the Greater Binghamton Area. Key staff answered questions about broadcasting opportunities The personnel who attended the show have substantial responsibility in the making of hiring decisions. Tioga Employment Center, Broome-Tioga Workforce NY was a general recruitment source; the Employment Unit distributed “Career Opportunities” pamphlet and placed an ad for the Employment Unit in their Business Show guide book.</p>
<p>SUNY Broome (Job Fair-April 27, 2017)</p>	<p>SUNY Broome has 90 employers in a wide range of fields from across the Southern Tier. The annual event is held in partnership with the Department of Labor, runs 10 am to 2 pm. All students, alumni and community members who are in search of employment are welcome and encouraged to attend. Job-seekers are encouraged to bring multiple copies of their résumé, and are welcome to stop by the campus’ Applied Learning & Career Center to prepare for the job fair. Key staff answered questions about broadcasting opportunities The personnel who attended the show have substantial responsibility in the making of hiring decisions.</p>
<p>Townsquare Media – Binghamton Digital Job Fair www.991thewhale.com www.981thehawk.com www.wild104fm.com www.wnbf.com www.espnbinghamton.com (Digital Job Fair –February 15, 2017 thru</p>	<p>Townsquare Media in Binghamton operated a digital job fair from Feb 15th thru March 27, 2017 for multiple employers including Townsquare and promoted it on all five Townsquare stations including this employment unit.</p>

March 27, 2017)	
Internship Program	Townsquare Media in Binghamton operates an internship program and accepts interns on a regular basis in various departments. During the reporting period, 3 students acquired broadcast field skills through the internship program. Interns were responsible for a variety of station related tasks pertaining to promotions, production, sales, and marketing. In addition, interns received a varied, hands-on broadcast education that included assisting with live broadcasts, organizing promotional giveaways, writing and producing commercials to air on radio stations, and generating press releases, pitch letters and other printed materials.