

**Townsquare Media New Bedford License, LLC  
 WFHN-FM, WBSM-AM  
 Equal Employment Opportunity Public File Report  
 December 01, 2017 through November 30, 2018**

**I. POSITIONS FILLED DRUING THE REPORTING PERIOD**

<b>Job Title</b>	<b>Sources Used to Fill Position (Numbers Correspond to the Recruitment Source List in Part II)</b>	<b>Number of Interviewees Referred by Each Source</b>	<b>Source Referring Hiree</b>
On-Air News Reporter – WBSM-AM	1-5, 7, 14-17, 19-28	4-2 Interviews 7 -1 Interview 14-3 Interviews 17- 2 interviews	Internal Promotion
Digital Managing Editor	1-28	1 – 2 Interviews 2- 2 Interviews 7-3 Interviews 24 – 5Interviews 27-4 Interviews	Glassdoor
Sales Account Executive	1-28	5 – 2 Interviews 14 -1 Interview 15 – 1 Interview 19- 2 Interviews 21 – 2 Interviews 24 – 1 Interview 25-1 Interview 26 – 3 Interviews 27 – 2 Interviews 28 – 3 Interviews	Glassdoor
Digital Managing Editor	1-28	19 – 4 Interviews	Internal Promotion
Promotions Coordinator	1-22	15 – 6 interviews 19- 1 Interview	Internal Promotion

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**II. RECRUITMENT SOURCE LIST**

No.	Recruitment Source (Name, address, contact person, email address)	Entitled to Vacancy Notification (Y/N)	No. Interviews Referred During Reporting Period by Source
1	Career Center Manager Mass. Commonwealth New Bedford Career Center 618 Acushnet Avenue New Bedford, MA 02740	N	2
2	Anne Borges Fall River Career Center 1767 North Main Street <a href="mailto:aborges@detma.org">aborges@detma.org</a>	N	2
3	Colleen Wetterland University of Massachusetts Dartmouth Career Resource Center 285 Old Westport Road North Dartmouth, MA 02747	N	2
4	Office of Career Services – John Williams University of Massachusetts Amherst Amherst, MA 01003 <a href="mailto:jgw@acad.umass.edu">jgw@acad.umass.edu</a>	N	0
5	Susan Raposo Bristol Community College Job Placement 777 Elsbree Street Fall River, MA 02720	N	3
6	Rick Potter Fisher College 777 Church Street New Bedford, MA 02740	N	0
7	Career Service Manager Bridgewater State College 131 Summer Street Bridgewater, MA 02324	N	3
8	Office of Career Services Massasoit Community College One Massasoit Boulevard Brockton, MA 02302	N	0
9	Admissions/Career Service Dept. Roger Williams University One Old Ferry Road Bristol, RI 02811	N	0

10	Office of Career Services Salem State College 352 Lafayette Street Salem, MA 01970	N	0
11	Office of Career Services Stonehill College Easton, MA 02357 <a href="mailto:hheerman@stonehill.edu">hheerman@stonehill.edu</a>	N	0
12	Office of Career Services University of Hartford School of Communications West Hartford, CT 06117	N	0
13	Office of Career Services Wheaton College Norton, MA 02766 <a href="mailto:filene@wheatonma.edu">filene@wheatonma.edu</a>	N	0
14	Mark Stachowski On Air Recruitment Advertisement 22 Scoticut Neck Rd. Fairhaven, MA 02719	N	3
15	WFHN/WBSM Website	N	4
16	Career Service Manager Associated Career Network 254 Rockdale Avenue New Bedford, MA 02740	N	0
17	Job Placement Officer NAACP 95 Cedar Street New Bedford,, MA 02745	N	0
18	Patricia Brum New Directions Southcoast 1213 Purchase Street New Bedford, MA 02740 <a href="http://www.newdirectionssouthcoast.org">www.newdirectionssouthcoast.org</a>	N	0
19	Industry Networking	N	6
20	Employee Referral	N	3
21	LinkedIn.com	N	2
22	SouthCoast Business Expo	N	0
23	All Access.com	N	0
24	Indeed.com	N	1
25	Careerbuilder.com	N	1
26	Monster.com	N	3
27	Glassdoor.com	N	2
28	Craigslist.com	N	3
<b>Total Number of Interviews over 12-month period:</b>			<b>53</b>

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**III. OUTREACH INITIATIVES**

<b>No.</b>	<b>Type of Outreach Initiative</b>	<b>Brief Description of Activity</b>
<b>1</b>	<b>Internship Program</b>	<p>The Station offers internships in all departments at its radio stations, including promotions, sales, production and programming. The internships continue at varying lengths throughout the calendar year. The interns come from a variety of sources, but most are referred to WFHN/WBSM through the New Bedford Chamber of Commerce, Wareham High School and Greater New Bedford Vocational Technical. Information about the internship program is posted on the stations' web sites and distributed through on-air announcements. Most interns are college students and receive college credit for the internships. The Program Director oversees the interns, evaluating their performance and ensuring that they receive the necessary training and education to excel in their position and gain experience in broadcasting. During the reporting period, the Employment Unit had seven interns. Dates Include:</p> <p>12/1/17-5/20/18, 1 intern, five days weekly  12/1/17-8/20/18, 2 interns, 9 weekdays on, 9 weekdays off  9/1/18-11/30/18, 4 interns, 6 weekdays on, six weekdays off</p>
<b>2</b>	<b>Job Fair Participation</b>	<p>Station Representative attended the Southcoast Job Fair hosted by The Southcoast Chamber of Commerce on April 20, 2018 at New Bedford Vocational Technical High School from 10a-3p. Station Representative had the opportunity to:</p> <ul style="list-style-type: none"> <li>- Meet with new and experienced broadcasters searching for a job at a Massachusetts radio station</li> <li>- Meet with prospective job seekers who may be considering broadcasting for a course of study or major</li> <li>- Meet with new college grads about internship opportunities</li> </ul> <p>Station also attended the Job Fair at Fall River City Hall on October 18, 2018 from 9a-12p with the event hosted by the Bristol County Chamber of Commerce and the city of Fall River. We spoke to candidates about internships, account executive positions in sales and content writing positions in our programming department.</p>

<p><b>3</b></p>	<p><b>Job Fair Participation</b></p>	<p>Station also attended the Job Fair at Fall River City Hall on October 18, 2018 from 9a-12p with the event hosted by the Bristol County Chamber of Commerce and the city of Fall River. We spoke to candidates about internships, account executive positions in sales and content writing positions in our programming department.</p>
<p><b>4</b></p>	<p><b>Activity designed to widely disseminate information about employment opportunities in broadcasting</b></p>	<p>TSM New Bedford participated in the Virtual Job Fair hosted by the Massachusetts Broadcasters Association from 3/20 – 3/24 where over the course of the week period potential candidates could learn more about working at Townsquare Media New Bedford, the types of opportunities available in promotions, sales and programming.</p>
<p><b>5</b></p>	<p><b>Activity designed to widely disseminate information about employment opportunities in broadcasting</b></p>	<p>WBSM-AM hosts a weekly public affairs program that airs on Sundays at 6am. Market Manager was on the show on 10/28/18 to talk about opportunities available in broadcasting and how a local broadcaster like WBSM operates in and supports the community.</p>