

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period February 1, 2022 to January 31, 2023.

1) Employment Unit: Buffalo, New York – Townsquare Media of Buffalo, Inc. – Stations: WYRK(FM), WMSX(FM), WBUF(FM), and WBLK(FM)

2) Unit Members (Stations and Communities of License):

WYRK(FM), Buffalo, New York
WMSX(FM), Buffalo, New York
WBUF(FM), Buffalo, New York
WBLK(FM), Depew, New York

3) EEO Contact Information for Unit Member:

Mailing Address: Townsquare Media of Buffalo, Inc. 14 Lafayette Square, Suite 1200 Buffalo, New York 14203	Telephone Number: 716-852-7444
	Contact Person: Christy Rook
	E-mail Address: Christy.Rook@townsquaremedia.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

<u>Job Title</u>	<u>Recruitment Source Referring Hiree</u>
1. WYRK On Air Talent, Content Specialist (1 Position Filled)	Company website
2. Account Executive (WYRK) (3 Position Filled)	Company website, LinkedIn, Referral

WYRK(FM), WMSX(FM), WBUF(FM) and WBLK(FM) are Equal Opportunity Employers

5) The following sources, except as otherwise indicated, were sent notifications of all full-time job vacancies by the Station Employment Unit.

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
1. LinkedIn.com (via Greenhouse)	Online	2029 Stierlin Ct, Mountain View, CA 94043	N/A	1	No
2. Indeed.com (via Greenhouse)	Online	6433 Champion Grandview Way Building #1 Austin, TX 78750	800-462-5842	0	No
3. Townsquaremedia.com job page (via Greenhouse)	Online	https://careers.townsquaremedia.com/job-openings		2	No
4. Employee Referral	David Crumb	14 Lafayette Square, Suite 1200 Buffalo, NY 14203	716-852-7444	2	No
Totals				5	

6) Total Number of Interviewees Referred: For the period from February 1, 2022 to January 31, 2023 this Employment Unit interviewed 5 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives. List and briefly describe the Supplemental Recruitment Initiatives undertaken during the preceding twelve (12) months: February 1, 2022- January 31, 2023.

(a) Participation in Job Fair

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
Participated in SUNY Brockport's Career and Internship Fair where potential candidates could meet with our Senior Account Manager and discuss career opportunities.	03/02/2022	Senior Account Manager
Participated in SUNY Fredonia's Career Fair where potential candidates could meet with our Market President and discuss career opportunities.	03/03/2022	Market President
Participated in Niagara University's Career Fair where potential candidates could meet with our Market President and discuss career opportunities.	03/30/2022	Market President
Participated in Buffalo Broadcasters Association Career Fair where potential candidates could meet with our Market President and discuss career opportunities.	04/23/2022	Market President
Participated in Niagara's WorksourceOne Career Fair where potential candidates could meet with our Market President and discuss career opportunities.	06/01/2022	Market President
Participated in Niagara's WorksourceOne Career Fair where potential candidates could meet with our Market President and discuss career opportunities.	08/10/2022	Market President
Participated in Niagara's WorksourceOne Career Fair where potential candidates could meet with our Local Sales Manager and discuss career opportunities.	10/26/2022	Local Sales Manager
Participated in WNY Career and Internship Fair where potential candidates could meet with our Market President and discuss opportunities.	1/11/2023	Market President

(b) Participation in Events/Programs Relating to Career Opportunities in Broadcasting Sponsored by Educational Institutions

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
Participated in Career Day at Local Middle School. On-Air Personality talked about his position at the station and answered questions.	05/26/2022	WYRK On-Air Talent
Participated in Erie Community College student talk. A Townsquare Media representative spoke to a broadcasting class about his career in radio and growing within the company.	11/10/2022	Assistant Director of Content

(c) Hosted Virtual Job Fairs

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
None		

(c) Interns

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
None		

(d) Training for station personnel to acquire skills that could qualify them for higher level positions

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
“Top Gun Training” course was comprised of four 90-minute sessions conducted by Townsquare managers. Topics covered included a deep dive on data, audience pulling, pitching, and proposal building.	8/16/2022-8/19/2022	2 Buffalo Account Executives participated in the training