

EEO PUBLIC FILE REPORT
Townsquare Media of Buffalo, Inc.
WYRK(FM), WMSX(FM), WBUF(FM), and WBLK(FM)
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
Account Executive	2/6/2023	1, 2, 3, 4, 5, 9-15	RS 1 - 0 RS 2 - 0 RS 3 - 0 RS 4 - 0 RS 5 - 0 <u>RS 8 - 1</u> Total: 1	8

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	www.townsquaremedia.com - career page (via Greenhouse)	N	0
2	Indeed.com (via Greenhouse)	N	0
3	LinkedIn (via Greenhouse)	N	0
4	Zip Recruiter (via Greenhouse)	N	0
5	Glassdoor.com	N	0
6	Indeed.com (candidate sourced)	N	0
7	LinkedIn (candidate sourced)	N	0
8	Employee Referral	N	1
9	Niagara University (via Handshake)	N	0
10	State University of NY at Fredonia (via Handshake)	N	0
11	SUNY Brockport (via Handshake)	N	0
12	SUNY Cortland (via Handshake)	N	0
13	SUNY Erie Community College (via Handshake)	N	0
14	SUNY Oneonta (via Handshake)	N	0
15	University of Buffalo (via Handshake)	N	0
TOTAL INTERVIEWS			1

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Section 3. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On July 5, 2023, Market President 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	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On November 8, 2023, Market President participated in an internal compliance training provided by the legal and human resources departments of Townsquare. The training was approximately 1 hour in length and covered topics such as broad recruitment and FCC obligations and compliance. The training also covered areas of internal process to ensure compliance with the Company's EEO practices.
3	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	On March 1, 2023, Account Manager (with influence over hiring) participated in the 2023 Jobs and Internship Fair at College at Brockport from 1pm-4pm at the SERC Fieldhouse.
4	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	On March 1, 2023, Market President participated in a job fair at the State University of New York at Fredonia Job & Internship Expo held at the Williams Center.
5	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	On March 29, 2023, the Market President participated in a Career Expo at Niagara University from 12:30pm to 3pm in the upper-level Gallagher Center. Over 70 businesses were registered to attend the event.
6	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	On June 7, 2023, the Promotions Director participated in the Niagara Workforce Recruitment Fair.
7	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	On August 2, 2023, the Promotions Director participated in the Niagara Workforce Recruitment Fair.
8	Hosted Job Fair	On April 18, 2023, the EU hosted the We Are Buffalo job fair from 11am to 4pm. The event was put together by the EU and held at the Eastern Hills Mall. The EU's sales team recruited 35 local companies to participate in the fair. The EU ran both on-air and online promotions for the event.
9	Hosted Job Fair	On September 27, 2023, the EU hosted the We Are Buffalo job fair from 2pm to 6pm. The event was put together by the EU and held at the McKinley Mall. The EU's sales team recruited 33 local companies to participate in the fair. The EU ran both on-air and online promotions for the event.