

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Monmouth/Ocean Employment Unit
WJLK(AM), WCHR-FM, WJLK-FM, WOBFM-FM, WOBFM(AM)
February 1, 2025 to January 31, 2026

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 No. 1	4/21/2025	1, 3, 5-52	RS 4 – 1 RS 5 – 1 <u>RS 58 – 1</u> Total: 3	58
Local Sales Manager	9/1/2025	1, 3, 5-48	RS 4 – 6 <u>RS 5 – 2</u> Total: 8	5
Account Executive No. 2 Account Executive No. 3	9/2/2205 9/8/2025	1, 3, 5-48	RS 5 – 1 <u>RS 54 – 1</u> Total: 2	5, 54

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Monmouth/Ocean Employment Unit
WJLK(AM), WCHR-FM, WJLK-FM, WOBB-FM, WOBB(AM)
February 1, 2025 to January 31, 2026

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	Broadcast1Source ¹ 5000 Crossmill Rd. McLeansville, NC 27301 336-553-0620	No	0
2	Indeed (Candidate Sourced via Townsquare Media Recruiters) www.indeed.com 200 W 6 th St. Austin, TX 78701 800-462-5842	No	0
3	Indeed (via Greenhouse) (Indeed also independently posts vacancy to Glassdoor.com) www.indeed.com 200 W 6 th St. Austin, TX 78701 800-462-5842	No	0
4	LinkedIn (Candidate Sourced via Townsquare Media Recruiters) www.linkedin.com 1000 W. Maude Ave. Sunnyvale, CA 94085 650-687-3600	No	7
5	LinkedIn (via Greenhouse) www.linkedin.com 1000 W. Maude Ave. Sunnyvale, CA 94085 650-687-3600	No	4
6	National Alliance of State Broadcasters Association (website) www.nasbaonline.net 333 Wisconsin St., NE Albuquerque, NM 87110	No	0

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.

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Monmouth/Ocean Employment Unit
WJLK(AM), WCHR-FM, WJLK-FM, WOBFM-FM, WOBFM(AM)
February 1, 2025 to January 31, 2026

	505-881-4444		
7	New Jersey Broadcasters Association 2608 Lakewood Rd., Suite 3 Point Pleasant, NJ 08742 609-860-0111	No	0
8	ZipRecruiter (via Greenhouse) 604 Arizona Ave. Santa Monica, CA 90401 877-252-1062	No	0
9	Townsquare Media Career Pages (via Greenhouse) www.townsquaremedia.com 4 Manhattanville Rd., Suite 107 Purchase, NY 10577 203-861-0900	No	0
10	WCHR 105.7 FM The Hawk website www.1057thehawk.com 8 Robbins St. Toms River, NJ 08573 848-221-8000	No	0
11	WJLK 94.3 FM The Point website www.943thepoint.com 8 Robbins St. Toms River, NJ 08573 848-221-8000	No	0
12	WOBFM 92.7 FM website www.wobm.com 8 Robbins St. Toms River, NJ 08573 848-221-8000	No	0
13	Atlantic Cape Community College Career Services 5100 Black Horse Pike Mays Landing, NJ 08330 609-343-4867	No	0
14	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

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Monmouth/Ocean Employment Unit
WJLK(AM), WCHR-FM, WJLK-FM, WOBB-FM, WOBB(AM)
February 1, 2025 to January 31, 2026

15	Bloomfield College of Montclair State University Center for Academic Advising and Career Education 467 Franklin St. Bloomfield, NJ 07003 973-748-9000	No	0
16	Brookdale Community College Career Center MAC Building, Room 105 765 Newman Springs Rd. Lincroft, NJ 07738 732-224-2792	No	0
17	Bucks County Community College Career Services 275 Swamp Rd. Newtown, PA 18940 215-968-8081	No	0
18	Caldwell University Career Planning and Development 120 Bloomfield Ave. Aqunias Hall, Room 109 Caldwell, NJ 07006 973-618-3290	No	0
19	Centenary University Career Center 400 Jefferson St. Hackettstown, NJ 07840 908-851-1400 ext. 2240	No	0
20	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
21	Delta Community Supports 1130 US-202 Raritan, NJ 08869 908-707-8844	Yes (Prong 2; notified via email from station unit)	0
22	Division of Vocational Rehabilitation Services for Camden County (New	Yes (Prong 2; notified via	0

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Monmouth/Ocean Employment Unit
WJLK(AM), WCHR-FM, WJLK-FM, WOBBM-FM, WOBBM(AM)
February 1, 2025 to January 31, 2026

	Jersey Department of Labor & Workforce Development) 2600 Mt. Ephraim Ave., Suite 103 Camden, NJ 08104 856-614-2500	email from station unit)	
23	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
24	Division of Vocational Rehabilitation Services for Mercer County (New Jersey Department of Labor & Workforce Development Labor Station Plaza 28 Yard Ave. P.O. Box 959 Trenton, NJ 08625 609-292-2940	Yes (Prong 2; notified via email from station unit)	0
25	Division of Vocational Rehabilitation Services for Monmouth County (New Jersey Department of Labor & Workforce Development) 60 Taylor Ave., North Neptune, NJ 07753 732-481-6300	Yes (Prong 2; notified via email from station unit)	0
26	Drew University Center for Career Development 36 Madison Ave. Sycamore Cottage Madison, NJ 07940 973-408-3710	No	0
27	Fairleigh Dickinson University - Florham Campus Career Development Center 285 Madison Ave. Madison, NJ 07940 973-443-8945	No	0
28	Kean University Career Services 1000 Morris Ave.	No	0

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Monmouth/Ocean Employment Unit
WJLK(AM), WCHR-FM, WJLK-FM, WOBB-FM, WOBB(AM)
February 1, 2025 to January 31, 2026

	Union, NJ 07083 908-737-0320		
29	La Salle University Career Center Founders' Hall, Office 128 1900 West Olney Ave. Philadelphia, PA 19141 215-951-1075	No	0
30	Mercer County Community College Career Services 1200 Old Trenton Rd. West Windsor, NJ 08550 609-570-3530	Yes (Prong 2; notified via email from station unit)	0
31	Middlesex College Career Readiness and Planning 2600 Woodbridge Ave. Edison, NJ 08818 732-548-6000 ext. 3131	No	0
32	Monmouth University Career Development 400 Cedar Ave. Rebecca Stafford Student Center 1 st Floor West Long Branch, NJ 07764 732-571-3471	No	0
33	Montclair State University 1 Normal Ave. Montclair, NJ 07043 973-655-5194	No	0
34	New Jersey City University Center for Career and Professional Development 2039 Kennedy Blvd. Jersey City, NJ 07305 201-200-2181	No	0
35	Ocean County College Career Services 1 College Dr. Toms River, NJ 08754 732-255-0400 ext. 2349	No	0
36	Princeton University Center for Career Development	No	0

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Monmouth/Ocean Employment Unit
WJLK(AM), WCHR-FM, WJLK-FM, WOBB-FM, WOBB(AM)
February 1, 2025 to January 31, 2026

	Sonia Sotomayor Hall, Suite 200 36 University Place Princeton, NJ 08544 609 258-3325		
37	Ramapo College of New Jersey The Cahill Career Development Center 505 Ramapo Valley Rd. Mahwah, NJ 07430 201-684-7444	No	0
38	Raritan Valley Community College Career Services 118 Lamington Rd. Branchburg, NJ 08876 908-526-1200 ext. 8334	No	0
39	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
40	Rowan College of South Jersey Internship and Career Planning 1400 Tanyard Rd. Sewell, NJ 08080 856-468-5000	No	0
41	Rutgers University - Camden Campus Career Center 303 Cooper St. Camden, NJ 08102 856-225-6046	No	0
42	Rutgers University - New Brunswick Campus Career Exploration & Success 106 Somerset St., 4 th Floor New Brunswick, NJ 08901 848-932-7997	No	0
43	Rutgers University - Newark Campus Career Resources and Exploration Engelhard Hall, Suite 101 195 University Ave. Newark, NJ 07102 973-353-5311	No	0

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Monmouth/Ocean Employment Unit
WJLK(AM), WCHR-FM, WJLK-FM, WOBB-FM, WOBB(AM)
February 1, 2025 to January 31, 2026

44	Seton Hall University The Career Center Bayley Hall, Room 209 400 S. Orange Ave. South Orange, NJ 07079 973-761-9355	No	0
45	Stockton University Career Education & Development Campus Center, Suite 104 101 Vera King Farris Dr. Galloway, NJ 08205 609-652-4650	No	0
46	Temple University Career Center 220 Mitten Hall 1913 N. Broad St. Philadelphia, PA 19122 215-204-7981	No	0
47	Waters & Sims Supported Employment Services 106 Apple Street Unit 107 Tinton Falls, NJ 07724 732-747-5544	Yes (Prong 2; notified via email from station unit)	0
48	William Paterson College The Career Development Center Student Center 301 300 Pompton Rd. Wayne, NJ 07470 973-720-3291	No	0
49	The College of New Jersey Spring 2025 Career & Internship Fair Wednesday, February 26, 2025 The College of New Jersey 200 Pennington Rd. Ewing, NJ 08628 609-771-2161	No	0
50	Rowan University's 2025 Humanities, Social Sciences, Communications & Creative Arts Expo Wednesday, March 5, 2025 Rowan University 201 Mullica Hill Rd.	No	0

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Monmouth/Ocean Employment Unit
WJLK(AM), WCHR-FM, WJLK-FM, WOBB-FM, WOBB(AM)
February 1, 2025 to January 31, 2026

	Glassboro, NJ 08028 856-256-4456		
51	Seton Hall University's Exploring Pathways: Opportunities in Communications, Humanities and Government Tuesday, March 11, 2025 Seton Hall University 400 S. Orange Ave. South Orange, NJ 07079 973-761-9355	No	0
52	Rider University Spring 2025 General Internship & Career Fair Thursday, March 25, 2025 Rider University 2083 Lawrenceville Rd. Lawrenceville, NJ 08648 609-896-5000	No	0
53	Employee Promotion WJLK(AM) 1160/WCHR-FM 105.7/WJLK-FM 94.3/WOBB-FM 92.7/WOBB(AM) 1310 8 Robbins St. Toms River, NJ 08573 848-221-8000	No	0
54	Employee Referral WJLK(AM) 1160/WCHR-FM 105.7/WJLK-FM 94.3/WOBB-FM 92.7/WOBB(AM) 1310 8 Robbins St. Toms River, NJ 08573 848-221-8000	No	1
55	Industry Referral	No	0
56	Internal Posting ² WJLK(AM) 1160/WCHR-FM 105.7/WJLK-FM 94.3/WOBB-FM 92.7/WOBB(AM) 1310 8 Robbins St. Toms River, NJ 08573 848-221-8000	No	0

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

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Monmouth/Ocean Employment Unit
WJLK(AM), WCHR-FM, WJLK-FM, WOBFM-FM, WOBFM(AM)
February 1, 2025 to January 31, 2026

57	Unsolicited Applications ³	No	0
58	Candidate Referral	No	1
TOTAL INTERVIEWS			13

Note About Prong 2 Requests:

-Waters & Sims Supported Employment Services: asked to be added to job vacancy notification list on 2/13/25

Section 3. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	TCNJ Spring 2025 Career & Internship Fair (participation in events or programs sponsored by educational institutions)	A station unit employee, the Public File Director, representing the station unit of WJLK(AM) 1160/WCHR-FM 105.7/WJLK-FM 94.3/WOBFM-FM 92.7/WOBFM (AM) 1310 attended the College of New Jersey 2025 Spring Career and Internship Fair on Wednesday, February 26, 2025. Also in attendance, and representing the entire station unit, was the Promotions Coordinator for WCHR-FM 105.7, WJLK-FM 94.3, and WOBFM-FM 92.7. The event was held from 12 p.m. to 3 p.m. at the Brower Student Center on the college's campus in Ewing, New Jersey. During the three-hour event, the station personnel in attendance spoke with students about full-time job opportunities available at the station unit, as well as the year-round internship program at WCHR-FM 105.7, WJLK-FM 94.3, and WOBFM-FM 92.7. 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 career and internship fair, the station unit was looking to fill the following full-time job vacancy: Account Executive.
2	Rowan University's 2025 Humanities, Social Sciences, Communication & Creative Arts Expo (participation in events or programs sponsored by educational institutions)	On Wednesday, March 5, 2025, Rowan University held its annual Humanities, Social Sciences, Communication and Creative Arts Expo at the Chamberlain Student Ballroom on the university's campus in Glassboro, New Jersey. The four-hour event, which ran from 10 a.m. to 2 p.m., was attended by a station unit employee, the Public File Director, representing the entire station

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

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Monmouth/Ocean Employment Unit
WJLK(AM), WCHR-FM, WJLK-FM, WOBFM-FM, WOBFM(AM)
February 1, 2025 to January 31, 2026

		<p>unit of WJLK(AM) 1160/WCHR-FM 105.7/WJLK-FM 94.3/WOBFM-FM 92.7/WOBFM (AM) 1310. During the event, the Public File Director discussed with interested students full-time job vacancies and internship opportunities available at the station unit. In addition, resumes were collected from students to review and consider for internships and current and future job openings. At the time of the expo, the station unit was looking to fill the following full-time job vacancy: Account Executive.</p>
3	<p>Seton Hall University’s Exploring Pathways: Opportunities in Communications, Humanities and Government (participation in events or programs sponsored by educational institutions)</p>	<p>The purpose of Seton Hall University’s Exploring Pathways: Opportunities in Communications, Humanities and Government career and internship event on Tuesday, March 11, 2025 was to provide students an opportunity to obtain experience in their field of study, particularly through internships and open full-time positions. The event was held from 4 p.m. to 6 p.m. at Bethany Hall on the university’s campus in South Orange, New Jersey. The Promotions Coordinator for WCHR-FM 105.7, WJLK-FM 94.3, and WOBFM-FM 92.7 attended the event. During the event, students learned about full-time job opportunities and internships at the station unit. Students were permitted to give the Promotions Coordinator their resumes during the event, which were then later considered for current and future full-time job openings, as well as internships. At the time of the career and internship event, the station unit was looking to fill the following full-time job vacancy: Account Executive.</p>
4	<p>Rider University Spring 2025 General Internship & Career Fair (participation in events or programs sponsored by educational institutions)</p>	<p>Rider University held its Spring 2025 General Internship and Career Fair on Tuesday, March 25, 2025 from 11 a.m. to 2 p.m. The event was held at the Student Recreation Center on the university’s campus in Lawrenceville, New Jersey. The Public File Director for the station unit, WCHR-FM 105.7/WJLK-FM 94.3/WOBFM-FM 92.7, attended the internship and career fair. During the event, the Public File Director spoke to students about current and future full-time job opportunities available at the station, as well as the year-round internship program at WCHR-FM 105.7, WJLK-FM 94.3, and WOBFM-FM 92.7. Resumes were</p>

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Monmouth/Ocean Employment Unit
WJLK(AM), WCHR-FM, WJLK-FM, WOBFM-FM, WOBFM(AM)
February 1, 2025 to January 31, 2026

		<p>collected from students and considered for current and future job openings and internships. At the time of the internship and career fair, the station unit was looking to fill the following full-time job vacancy: Account Executive.</p>
	<p>Internship Program (establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment)</p>	<p>WCHR-FM 105.7/WJLK-FM 94.3/WOBFM-FM 92.7 continued its long-established internship program for high school and college students in our Promotions and Marketing and Programming departments during the reporting period. The internship program is advertised through ads on the websites of WCHR-FM 105.7, WJLK-FM 94.3, and WOBFM-FM 92.7. Additionally, personnel from the station unit attended four college and university internship and career fairs where the internship program was discussed with students. It is also at these internship and career fairs that students are actively recruited for the internship program. The internship program is also promoted during some networking events.</p> <p>Participants who obtain an internship at WCHR-FM 105.7, WJLK-FM 94.3, and WOBFM-FM 92.7 receive school credit while learning aspects of music programming, digital and broadcast sales, digital content, contesting, promotions, and marketing. All interns get extensive training and hands-on experience.</p> <p>Students work with a number of part-time and full-time employees at WCHR-FM 105.7, WJLK-FM 94.3, and WOBFM-FM 92.7, including the Director of Marketing and Promotions, Promotions Coordinator, Promotions Assistants, On-Air and Online Content Creators, and Account Executives.</p> <p>In 2025, WCHR-FM 105.7, WJLK-FM 94.3, and WOBFM-FM 92.7 had a total of 14 interns from the following colleges and universities: Arcadia University, Averett University, the College of New Jersey, Kean University, Montclair State University, Quinnipiac University, Ocean County Vocational Technical School, Penn State University, Rowan University, Rutgers University, Stockton University,</p>

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Monmouth/Ocean Employment Unit
WJLK(AM), WCHR-FM, WJLK-FM, WOBFM-FM, WOBFM(AM)
February 1, 2025 to January 31, 2026

		<p>and Virginia Tech.</p> <p>The station unit accepts internship applicants year-round for the spring, summer, and fall sessions. In 2025, four interns enrolled in the spring internship program, seven in the summer internship program, and three in the fall internship program.</p>
	<p>EEO Management Training Session (provision of training to management level personnel as to methods of ensuring equal employment opportunities and preventing discrimination)</p>	<p>EEO recruitment and hiring training was held with the hiring authorities of the station unit on Thursday, November 20, 2025. The training was held during a bi-weekly department head meeting attended by hiring authorities via Microsoft Teams. Hiring authorities reviewed a number of items related to hiring, including the station unit’s best practices and policies for adhering to EEO requirements. Also discussed with hiring authorities were the station unit’s current recruitment efforts to fill full-time and part-time job vacancies. Hiring authorities received an email containing a guide to the station unit’s EEO recruitment and hiring practices before the training session, as well as at the conclusion of the training session.</p>
	<p>Station Tour and/or Networking Events (participation in events or programs sponsored by educational institutions)</p>	<p>During the reporting period, WCHR-FM 105.7, WJLK-FM 94.3, and WOBFM-FM 92.7 personnel engaged in nine Station Tours and/or Networking Events. Below is a detailed description of each:</p> <p><u>Event 1:</u> The Chief Meteorologist for the station unit spoke during a presentation at the Frank K. Hehnly Elementary School in Clark, New Jersey on Tuesday, February 4, 2025. With approximately 100 students in attendance, the Chief Meteorologist spoke from 10:30 a.m. to 11:15 a.m. about his daily routine as a broadcast meteorologist. He also spoke extensively to the students about science and safety information regarding snow and winter weather forecasting, as well as the role radio plays in communicating emergency situations. He concluded his presentation with discussing career opportunities in the broadcast industry, as well as a Q&A session.</p> <p><u>Event 2:</u> On Thursday, February 13, 2025, the Chief Revenue Officer for the station unit was an invited</p>

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Monmouth/Ocean Employment Unit
WJLK(AM), WCHR-FM, WJLK-FM, WOBFM-FM, WOBFM(AM)
February 1, 2025 to January 31, 2026

	<p>guest speaker during a radio production course at Bergen Community College in Paramus, New Jersey. As part of the Radio Production COM 105 course curriculum, the Chief Revenue Officer participated in a 45-minute virtual conversation via Webex focused on the sales and marketing aspect of her career in radio broadcasting and multimedia. In addition, she helped students prepare for a class assignment to create a commercial for a media client by discussing the steps involved. The presentation wrapped with a Q&A, which gave students the chance to ask the Chief Revenue Officer about job opportunities in radio broadcasting. Thirteen students were in attendance for the presentation.</p> <p><u>Event 3:</u> One employee representing the station unit, the WCHR-FM 105.7, WJLK-FM 94.3, and WOBFM-FM 92.7 Promotions Coordinator, was an invited guest speaker during a radio production course at Montclair State University on Tuesday, March 18, 2025. As part of the Television and Digital Media 233 Radio Production course curriculum, the Promotions Coordinator participated in a 30-minute, in-person talk at the university, focusing on the functions of a radio station promotions department. The Promotions Coordinator discussed with the students what happens in week-to-week operations at a radio promotion department. He also talked about his career in radio broadcasting, detailing his path from college to post-college. Students were encouraged to ask questions during the presentation.</p> <p><u>Event 4:</u> The WCHR-FM 105.7, WJLK-FM 94.3, and WOBFM-FM 92.7 94.5 Chief Meteorologist attended and spoke at the 20th Annual Cornell Media Guild Symposium at Cornell University in Ithaca, New York on Saturday, March 22, 2025. During his 15-minute “Lightning Talk with a Career Professional,” the Chief Meteorologist spoke to approximately 30 university students and 30 fellow alumni and media professionals. His presentation, which ran from 1:50 p.m. to 2:05 p.m., examined the current state of the radio industry; the ever-changing</p>
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EEO PUBLIC FILE REPORT
Townsquare License, LLC
Monmouth/Ocean Employment Unit
WJLK(AM), WCHR-FM, WJLK-FM, WOBFM-FM, WOBFM(AM)
February 1, 2025 to January 31, 2026

	<p>competitive landscape; and the importance of digital and broadcast media. After the presentation, the Chief Meteorologist engaged with several students regarding careers and internships.</p> <p><u>Event 5:</u> On Friday, March 28, 2025, the WCHR-FM 105.7, WJLK-FM 94.3, and WOBFM-FM 92.7 Chief Meteorologist participated in the first-ever career day at Howard C. Johnson Elementary School in Jackson, New Jersey. During seven, 20-minute sessions, the Chief Meteorologist spoke to approximately 150 students in third, fourth, and fifth grades. The presentation the Chief Meteorologist gave to the students covered an overview of his career as a broadcast meteorologist; a rundown of his typical workday; and science and safety information regarding thunderstorms and severe weather. Each session ended with a brief Q&A, during which the students could ask follow-up questions.</p> <p><u>Event 6:</u> The Chief Meteorologist for WCHR-FM 105.7, WJLK-FM 94.3, and WOBFM-FM 92.7 did a 60-minute presentation to approximately 240 fourth and fifth grade students at Crawford Rodriguez Elementary School in Jackson, New Jersey on Thursday, May 1, 2025. The session ran from 9:30 a.m. to 10:30 a.m. The Chief Meteorologist’s session covered an overview of his daily routine as a broadcast meteorologist; as well as several interactive demonstrations emphasizing science and weather safety. He also talked about the role radio plays in communicating severe weather emergencies. The presentation ended with a Q&A, during which the students asked questions about meteorology, storm chasing, radio and television broadcasting, and his career.</p> <p><u>Event 7:</u> The Chief Meteorologist for WCHR-FM 105.7, WJLK-FM 94.3, and WOBFM-FM 92.7 was an invited speaker on Thursday, May 15, 2025 at the annual New Jersey High School Film Challenge and Workshops, hosted by the Jackson Academy of Digital Media at Jackson Liberty High School in</p>
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EEO PUBLIC FILE REPORT
Townsquare License, LLC
Monmouth/Ocean Employment Unit
WJLK(AM), WCHR-FM, WJLK-FM, WOBFM-FM, WOBFM(AM)
February 1, 2025 to January 31, 2026

Jackson, New Jersey. According to program officials, approximately 400 students from 36 New Jersey and New York high schools were in attendance for the day-long event. The event was the culmination of a five-day film challenge that ran from Monday, April 7, 2025 through Friday, April 11, 2025. The workshop and awards presentation ran from 8:30 a.m. to 1:45 p.m. on Thursday, May 15, 2025. As an invited guest speaker, the Chief Meteorologist led a 45-minute presentation titled “Weather the Storm of Content Creation: A Blueprint for Brilliant Writing.” During his presentation, the Chief Meteorologist discussed an overview of his daily workload as a broadcast and digital meteorologist. He presented tips for efficient and effective writing, for both broadcasting and online. He demonstrated helpful tools and methods to organize one’s writing workflow. He ended his presentation with a focus on career and internship opportunities in the broadcast industry. The presentation also included a Q&A where students were permitted to ask questions.

Event 8: On Monday, June 9, 2025, the WCHR-FM 105.7, WJLK-FM 94.3, and WOBFM-FM 92.7 Chief Meteorologist was invited to speak to high school students interested in television, film, visual, and performing arts at Lacey Township High School in Lacey, New Jersey. During two, 90-minute sessions from 7 a.m. to 8:30 a.m. and 8:30 a.m. to 10 a.m., the Chief Meteorologist covered an overview of his career and his daily routine as a broadcast meteorologist. After that, he showed students an example of video and audio products that demonstrate the power of strong storytelling. A short presentation called “Finding Your Voice” emphasized the importance of pauses, inflection, and facial expressions when reading copy. He also discussed with students individual career goals and post-secondary education plans. A Q&A proceeded both presentations, giving students the opportunity to ask questions.

Event 9: About 20 students in a Frank K. Hehny

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Monmouth/Ocean Employment Unit
WJLK(AM), WCHR-FM, WJLK-FM, WOBFM-FM, WOBFM(AM)
February 1, 2025 to January 31, 2026

		<p>Elementary School kindergarten class attended a presentation on Tuesday, January 13, 2026 by the Chief Meteorologist for WCHR-FM 105.7, WJLK-FM 94.3, and WOBFM-FM 92.7. The elementary school is located in Clark, New Jersey. During the 25-minute presentation, the Chief Meteorologist discussed the importance of having an expert science communicator with close ties to the local community on the radio, especially during times of severe weather emergencies. The Chief Meteorologist reviewed four types of wintry precipitation, and did a demonstration creating “instant snow” in the classroom. He concluded his presentation with a brief discussion about careers in the radio industry and what his daily broadcast routine looks like.</p>
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