

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Poughkeepsie Employment Unit
WPDH(FM), WCZX(FM), WEOK(AM), WPDA(FM),
WKXP(FM), WZAD(FM), WRRV(FM) and WRRB(FM)
February 1, 2024 to January 31, 2025

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
Morning Show Host/Digital Content Writer – WRRV (2 hires)	4/22/2024	1, 2, 3, 4	RS 1 – 2 RS 3 – 1 RS 6 – 1 <u>RS 7 – 1</u> Total: 5	1, 7
Account Executive	8/12/2024	1, 2, 3, 4	<u>RS 2 – 2</u> Total: 2	2

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	2
2	Indeed.com (via Greenhouse) (Indeed also independently posts vacancy to Glassdoor.com)	N	2
3	LinkedIn (via Greenhouse)	N	1
4	Zip Recruiter (via Greenhouse)	N	0
5	Indeed.com (candidate sourced)	N	0
6	LinkedIn (candidate sourced)	N	1
7	Employee Referral	N	1
TOTAL INTERVIEWS			7

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Section 3. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	The EU hosted four interns beginning February 16, 2024. Three of the interns came from SUNY New Paltz, while the last came from Marist College. Each intern was required to work 12 hours per week in the Promotions and Programming Department under the supervision of the Live Events Manager, Promotions Director and Promotions Coordinator. Typical duties include doing research projects about the specific departments and roles at a media company, conducting research and developing their own stories, assisting with script writing, collecting marketing data, participating in on-site events, shadowing full-time employees to learn about their positions, and completing projects so they can leave the internship with an entire portfolio of items to help them obtain employment in the field. The internships concluded in May 2024.
2	Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Account Executive participated in a four-day “Top Gun” training program (120 minutes each day, March 19, 2024 through March 22, 2024) which was designed by Townsquare to help train and advance the top 15% of Ignite sellers to the next level in their career.
3	Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	On October 24, 2024, the Director of Content participated in a Masterclass training hosted by Townsquare’s Regional Content Director and Senior Vice President of Content and Programming. The purpose of the course was to prepare individuals for growth in their career. What is required to move internally within the Company and how to feel more secure in your role. The training was set up to inspire employees to improve their skills and rethink their day-to-day process. Topics discussed included, Building your Brand, Contributing to the Company’s Goals, Job Security, Enhancing your Value, and Understanding the Current Landscape.