

**EEO PUBLIC FILE REPORT**  
**Townsquare Media Licensee of Utica/Rome, Inc.**  
**WFRG-FM, WLZW(FM), WODZ-FM, WIBX(AM), WOUR(FM)**  
**February 1, 2024 to January 31, 2025**

**Section 1. Vacancy List**

<b>Job Title</b>	<b>Date Filled</b>	<b>Public Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>Number of Interviewees Referred by Each Source</b>	<b>RS Referring Hiree</b>
Director of Sales	2/1/2024	Exigent hire	<u>RS 9 – 1</u> Total: 1	9
Morning Show Host/Digital Content Write - WLZW	11/1/2024	1, 2, 3, 4	<u>RS 1 – 1</u> Total: 1	1

**Section 2. Recruitment Source List**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	<a href="http://www.townsquaremedia.com">www.townsquaremedia.com</a> - career page (via Greenhouse)	N	1
2	Indeed.com (via Greenhouse)	N	0
3	LinkedIn (via Greenhouse)	N	0
4	Zip Recruiter (via Greenhouse)	N	0
5	Glassdoor.com (via Greenhouse)	N	0
6	Indeed.com (candidate sourced)	N	0
7	LinkedIn (candidate sourced)	N	0
8	Employee Referral	N	0
9	Sourced from Competitor	N	1
	<b>TOTAL INTERVIEWS</b>		<b>2</b>

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**Section 3. Recruitment Initiatives**

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
1	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The EU hosted an intern from the NYS Broadcasters Association from October 2023 through November 2024. The intern was supervised by the WIBX Brand Manager and gained extensive exposure to programming and all other departments at the station, including on-air experience, digital content writing, participation in sales meetings and client events. She worked a total of 164.5 hours.
2	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The EU hosted an intern from Mohawk Valley Community College through the College Works Program from January 2024 through September 2024. The intern worked in all departments – the On-Air staff supervised her in Programming where they taught her on-air concepts, content writing and researching, and social media strategies. The EU’s Office Admin taught the intern about the EU’s on-air contests and winners. She also helped with promotions and event strategies. She even worked with an Account Executive who taught her about sales and the sales process. The intern worked at the station once per month for a total of 4-hours per visit.
3	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On February 7, 2024, the EU hosted a group of student from the Sauquoit BOCES program. The students were able to tour the studio, guided by the EU’s Administrative Assistant, and learn more about broadcasting and communications. They learned about Townsquare Media and had the opportunity to meet with everyone on-site, hearing a little bit about all aspects of broadcasting.
4	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The EU hosted an intern from the NYS Broadcasters Association from February 2024 through June 2024. The intern was supervised by the WLZW Brand Manager and spent most of her time working closely with one of EU’s Newstalk morning show hosts. She worked a total of 180 hours during her internship.
5	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, May 14, 2024 through May 17, 2024) which was designed by Townsquare to help train and advance the top 15% of Ignite sellers to the next level in their career.