

**EEO PUBLIC FILE REPORT**  
**Townsquare Media Trenton License, LLC**  
**WKXW(FM) (NJ 101.5)<sup>1</sup>**

**February 1, 2020 through January 31, 2021**

**Section 1. Vacancy List**

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS/Other Sources that Referred the hiree</b>
Senior Digital Sales Lead	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47	4
Media & Digital Sales Executive	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47	48
Director of Sales	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45	48

<sup>1</sup> Townsquare Media Trenton License, LLC is comprised of two separate employment units: (1) WKXW(FM) and (2) WCHR(AM), WNJE(AM) and WPST(FM). The two employment units are merging; thus, while the instant report covers WKXW(FM) only, the report for 2021-2022 and all future reports will cover all four stations.

## Section 2. Recruitment Source List

RS Number	RS Information (Source, Address and Phone Number)	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS over 12-month period
1	Broadcast1Source <sup>2</sup> 5000 Crossmill Road McLeansville, NC 27301 336-553-0620	No	0
2	AllAccess.com www.allaccess.com 24955 Pacific Coast Highway, C303 Malibu, CA 90265 310-457-6616	No	0
3	Glassdoor.com (via Greenhouse) www.glassdoor.com 100 Shoreline Highway Mill Valley, CA 94941 888-353-9323	No	0
4	Indeed.com (via Greenhouse) www.indeed.com 6433 Champion Grandview Way Building 1 Austin, TX 78750 800-475-4361	No	2
5	LinkedIn.com Townsquare Media Page (via Greenhouse) or Staff Personal Pages (website) www.linkedin.com 1000 W. Maude Ave. Sunnyvale, CA 94085 650-687-3600	No	3
6	National Alliance of State Broadcasters Association (website) www.nasbaonline.net 2333 Wisconsin St., NE Albuquerque, NM 87110 505-881-4444	No	0

<sup>2</sup> Broadcast1Source: WKXW(FM) uses the services of Broadcast1Source, in conjunction with the New Jersey Broadcasters Association (NJBA), to send notices of job openings to nearly 100 recruitment sources, most of which are colleges, civic groups, and organizations representing women and minorities throughout New Jersey.

<b>RS Number</b>	<b>RS Information (Source, Address and Phone Number)</b>	<b>RS Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviews Referred by RS over 12- month period</b>
7	New Jersey Broadcasters Association 2608 Lakewood Rd. Suite 3 Point Pleasant, NJ 08742 609-860-0111	No	0
8	New Jersey Department of Labor and Workforce Development (website/NJ recruitment offices) www.careerconnections.nj.gov 1 John Fitch Plaza Trenton, NJ 08625 609-292-2000	No	0
9	NJ 1015.com www.nj1015.com 109 Walters Ave. Trenton, NJ 08638 609-359-5300	No	0
10	Townsquare Media Career Pages (via Greenhouse) www.townsquaremedia.com 1 Manhattan Rd. Suite 202 Purchase, NY 10577 203-861-0900	No	4
11	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 WKXW(FM))	0
12	Berkeley College - Clifton Location Career Services Department 600 Getty Ave. Clifton, NJ 07011 973-278-5400	Yes (Prong 2; notified via email from WKXW(FM))	0
13	Berkeley College - Woodland Park Location Career Services Department 44 Rifle Camp Rd. Woodland Park, NJ 07424 973-278-5400	Yes (Prong 2; notified via email from WKXW(FM))	0

<b>RS Number</b>	<b>RS Information (Source, Address and Phone Number)</b>	<b>RS Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviews Referred by RS over 12- month period</b>
14	Bloomfield College Center for Career Development 12 Austin Place Bloomfield, NJ 07003 973-748-9000	Yes (Prong 2; notified via school's online career services platform)	0
15	Caldwell University Career Planning and Development 120 Bloomfield Ave. Caldwell, NJ 07006 973-618-3290	No	0
16	Centenary College of New Jersey The Career Development Office 400 Jefferson St. Hackettstown, NJ 07840 908-852-1400	Yes (Prong 2; notified via email from WKXW(FM) and school's online career services platform)	0
17	The College of New Jersey The Career Center Roscoe West Hall, Room 102 PO Box 7718 200 Pennington Rd. Ewing, NJ 08628 609-771-2161	Yes (Prong 2; notified via school's online career services platform)	0
18	Delta Community Supports 1130 US-202 Raritan, NJ 08869 908-707-8844	Yes (Prong 2; notified via email from WKXW(FM))	0
19	Displaced Homemakers Program of Passaic County - Women in Transition 1022 Hamburg Turnpike Wayne, NJ 07470 973-694-9215	Yes (Prong 2; notified via email from WKXW(FM))	0
20	Essex County One-Stop Career Center - Newark (New Jersey Department of Labor and Workforce Development) 990 Broad St. Newark, NJ 07102 973-648-3370	Yes (Prong 2; notified via email from WKXW(FM))	0

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21	Fairleigh Dickinson University - Florham Campus Career Development 285 Madison Ave. Madison, NJ 07940 973-443-8949	Yes (Prong 2; notified via email from WKXW(FM) and school's online career services platform)	0
22	Felician University Career Development Center One Felician Way Rutherford, NJ 07070 201-559-3619	No	0
23	Kean University Career Services 1000 Morris Avenue Union, New Jersey 07083 908-737-0322	No	0
24	Mercer County Community College Transfer & Career Services 1200 Old Trenton Rd. West Windsor, NJ 08550 609-570-3397	Yes (Prong 2; notified via email from WKXW(FM))	0
25	Monmouth University Career Services 400 Cedar Ave. West Long Branch, NJ 07764 732-571-3471	No	0
26	Montclair State University 1 Normal Ave. Montclair, NJ 07043 973-655-5194	No	0
27	National Council on Aging 1255 Route 70 West Suite 23S Lakewood, NJ 08701 732-367-7111	Yes (Prong 2; notified via email from WKXW(FM))	0
28	National Council of Jewish Women – Essex County Section 70 South Orange Ave. Suite 120 Livingston, NJ 07039 973-740-0588	Yes (Prong 2; notified via email from WKXW(FM))	0

<b>RS Number</b>	<b>RS Information (Source, Address and Phone Number)</b>	<b>RS Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviews Referred by RS over 12- month period</b>
29	National Hispanic Media Coalition 65 South Grand Ave. Suite 200 Pasadena, CA 91105 626-792-6462	Yes (Prong 2; notified via email from WKXW(FM))	0
30	New Jersey Department of Labor & Workforce Development - Division of Vocational Rehabilitation Services for Burlington County 795 Woodlane Rd. Suite 201 Westhampton, NJ 08060 609-518-3948	Yes (Prong 2; notified via email from WKXW(FM))	0
31	New Jersey Department of Labor & Workforce Development - Division of Vocational Rehabilitation Services for Gloucester County 215 Crown Point Road Suite 200 Thorofare, New Jersey 08086 856-384-3730	Yes (Prong 2; notified via email from WKXW(FM))	0
32	Northern New Jersey NOW 3 Winthrop Place Leonia, NJ 07605 609-310-1150	Yes (Prong 2; notified via email from WKXW(FM))	0
33	Ocean County College Career Services College Drive Toms River, NJ 08754 732-255-0300	Yes (Prong 2; notified via school's online career services platform)	0
34	Ramapo College of New Jersey The Cahill Career Development Center 505 Ramapo Valley Rd. Mahwah, NJ 07430 201-684-7444	Yes (Prong 2; notified via school's online career services platform)	0
35	Rider University Office of Career Services 2083 Lawrenceville Rd. Lawrenceville, NJ 08648 609-896-5000	Yes (Prong 2; notified via school's online career services platform)	0

<b>RS Number</b>	<b>RS Information (Source, Address and Phone Number)</b>	<b>RS Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviews Referred by RS over 12- month period</b>
36	Rowan College at Gloucester County Career and Academic Progress Center RCGC College Center, Room 212 1400 Tanyard Road Sewell, NJ 08080 856-464-5209	Yes (Prong 2; notified via school's online career services platform)	0
37	Rowan University Office of Career Advancement Savitz Hall, Room 242 201 Mullica Hill Rd. Glassboro, NJ 08028 856-256-4456	Yes (Prong 2; notified via school's online career services platform)	0
38	Rutgers University - Camden Campus The Career Center Campus Center, Lower Level Room 006 326 Penn Street Camden, NJ 08102 856-225-6046	Yes (Prong 2; notified via school's online career services platform)	0
39	Rutgers University - New Brunswick Campus University Career Services 106 Somerset St., 4th Floor New Brunswick, NJ 08901 848-445-7287	No	0
40	Rutgers University - Newark Campus Career Development Center Hill Hall 112 195 University Ave. Newark, NJ 07102 973-353-5311	Yes (Prong 2, notified via school's online career services program)	0
41	Seton Hall University The Career Center Bayley Hall, Room 209 400 S. Orange Ave. South Orange, NJ 07079 973-761-9355	No	0

<b>RS Number</b>	<b>RS Information (Source, Address and Phone Number)</b>	<b>RS Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviews Referred by RS over 12- month period</b>
42	Stockton University The Career Center Campus Center Suite 104 101 Vera King Farris Drive Galloway, NJ 08205 609-652-4650	Yes (Prong 2; notified via email from WKXW(FM) and school's online career services platform)	0
43	Union County College - Elizabeth Campus Career Services 40 West Jersey Street Elizabeth, NJ 07202 908-527-7220	Yes (Prong 2; notified via email from WKXW(FM))	0
44	Urban League for Bergen County 12 Tenafly Road. Suite 104 Englewood, NJ 07631 201-568-4988	Yes (Prong 2; notified via email from WKXW(FM))	0
45	William Paterson College The Career Development Center Student Center 301 300 Pompton Road Wayne, NJ 07470 973-720-3022	Yes (Prong 2; notified via email from WKXW(FM))	0
46	The College of New Jersey's Spring 2020 Career & Internship Fair Wednesday, February 19, 2020 The College of New Jersey 200 Pennington Rd. Ewing, NJ 08628 609-771-2161	No	0
47	Rowan University's C.A.P.S Expo Tuesday, March 3, 2020 Rowan University 201 Mullica Hill Road Glassboro, NJ 08028 856-256-4456	No	0



<b>RS Number</b>	<b>RS Information (Source, Address and Phone Number)</b>	<b>RS Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviews Referred by RS over 12- month period</b>
48	Employee Referral NJ 101.5 (WKXW(FM)) 109 Walters Ave. Trenton, NJ 08638 609-359-5300	No	5
49	Industry Referral	No	0
50	Internal Posting <sup>3</sup> NJ 101.5 (WKXW(FM)) 109 Walters Ave. Trenton, NJ 08638 609-359-5300	No	0
51	Townsquare Media Corporate Recruiters/Direct Sourcing Corporate Recruiters 200 South Tyron St. Suite 400 Charlotte, NC 28202 704-207-1348	No	5
52	Unsolicited Applications <sup>4</sup>	No	0
<b>Total Number of Interviews over 12-month period: 19</b>			

<sup>3</sup> Internal Posting: This refers to someone seeing the internal posting and responding themselves.

<sup>4</sup> Unsolicited Applications: This refers to a candidate not indicating the recruitment source or indicating a recruitment source WKXW(FM) did not use to fill the vacancy.

### Section 3. Recruitment Initiatives

<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
<p>The College of New Jersey’s Spring 2020 Career &amp; Internship Fair (participation in events or programs sponsored by educational institutions)</p>	<p>The College of New Jersey’s Spring 2020 Career &amp; Internship Fair was held in-person on Wednesday, February 19, 2020 at The College of New Jersey campus in Ewing, New Jersey. The event lasted for three hours. One WKXW(FM) hiring authority and one staff member from the on-air news department attended the event and answered questions about the station’s internship program and full-time career opportunities. Resumes were collected and considered for current and future job openings and internships. At the time of the event, WKXW(FM) was recruiting for the following full-time job openings: Senior Digital Sales Lead and Media &amp; Digital Sales Executive</p>
<p>Rowan University’s C.A.P.S Expo (participation in events or programs sponsored by educational institutions)</p>	<p>Rowan University’s C.A.P.S. (Communication &amp; Creative Arts, Psychology and Humanities and Social Sciences) Expo was held in-person on Tuesday, March 3, 2020 at the Rowan University campus in Glassboro, New Jersey. The event lasted for four hours. A WKXW(FM) staff member from the on-air news department attended the event and answered questions about the station’s internship program and full-time career opportunities. Resumes were collected and considered for current and future job openings and internships. At the time of the event, WKXW(FM) was recruiting for the following full-time job openings: Senior Digital Sales Lead, Media &amp; Digital Sales Executive, and Promotions Coordinator (vacancy not filled).</p>
<p>Seton Hall University’s Spring 2020 Virtual Career Fair (participation in events or programs sponsored by educational institutions)</p>	<p>While this event was originally scheduled as an in-person career fair, it moved to a digital platform due to the coronavirus pandemic. The Seton Hall University Spring 2020 Virtual Career Fair was held on Wednesday, April 15, 2020 via a virtual chat feature run by Simplicity, the university’s career services platform. While the entire event lasted for nine hours, WKXW(FM) participated in two</p>

	<p>separate sessions. One, two-hour session in the afternoon from 12:30 p.m. to 2:30 p.m. and another two-hour session in the evening from 5 p.m. to 7 p.m. Each session was attended by a WKXW(FM) hiring authority. The university's virtual career fair system allowed students to open a chat dialog with the WKXW(FM) employee during specific times established in advance of the career fair. Hiring authorities spoke to students one-on-one via the chat feature, answering questions about the station's internship program and full-time career opportunities. Resumes were sent via email and considered for future job openings and internships. At the time of the event, WKXW(FM) was not recruiting for any full-time job openings.</p>
<p>Montclair State University's Virtual Career Fair Spring 2020 (participation in events or programs sponsored by educational institutions)</p>	<p>Originally scheduled as an in-person arts, communication, and entertainment-specific career fair, the event's scope was broadened when it was moved to a virtual platform in response to COVID-19. The Montclair State University Virtual Career Fair Spring 2020 was held on Wednesday, April 15, 2020 via a virtual chat feature run by Simplicity, the university's career services platform. While the entire event lasted from 9 a.m. to 4:30 p.m., a WKXW(FM) hiring authority participated for two hours from 10 a.m. to 12 p.m. The university's virtual career fair system allowed students to open a chat dialog with the WKXW(FM) employee during specific times established in advance of the career fair. The hiring authority spoke to students one-on-one via the chat feature, answering questions about the station's internship program and full-time career opportunities. Resumes were sent via email and considered for future job openings and internships. At the time of the event, WKXW(FM) was not recruiting for any full-time job openings.</p>
<p>Seton Hall University's Virtual Fall 2020 Career Week (participation in job fair by personnel with responsibility for hiring decisions)</p>	<p>The Seton Hall University Virtual Fall 2020 Career Week was held virtually from Tuesday, September 15, 2020 through Thursday, September 17, 2020 via a virtual</p>

	<p>career booth platform run by Eventus. A WKXW(FM) hiring authority opted to participate in a series of one-on-one sessions with students scheduled from 10 a.m. to 12 p.m. on Tuesday, September 15, 2020. The virtual career booth allowed students to connect with the hiring authority via video and voice, giving the hiring authority the opportunity to answer questions about the station's internship program and full-time career opportunities. Resumes were sent via email and considered for future job openings and internships. At the time of the event, WKXW(FM) was recruiting for a General Sales Manager position (vacancy not filled in 2020). Additionally, students that could not attend one-on-one sessions the day of the event were permitted to email their resumes to the hiring authority either on the day of the career fair or on a later date.</p>
<p>Fairleigh Dickinson University's Fall 2020 Virtual Career &amp; Internship Fair (participation in job fair by personnel with responsibility for hiring decisions)</p>	<p>The Fairleigh Dickinson University Fall 2020 Virtual Career &amp; Internship Fair was held virtually on Wednesday, September 30, 2020 from 3 p.m. to 6 p.m. via Handshake, the university's career services platform for employers and students. A WKXW(FM) hiring authority attended all three hours. The hiring authority connected with students on Handshake's video chat platform. During one-on-one sessions with students, the hiring authority answered questions about the station's internship program and full-time career opportunities. Resumes were sent via email and considered for future job openings and internships. At the time of the event, WKXW(FM) was recruiting for a General Sales Manager position (vacancy not filled in 2020). Additionally, students that could not attend one-on-one sessions the day of the event were permitted to email their resumes to the hiring authority either on the day of the career fair or on a later date.</p>
<p>Rider University's Fall 2020 Virtual General Career Fair (participation in job fair by personnel with responsibility for hiring decisions)</p>	<p>The Rider University Fall 2020 Virtual General Career Fair was held virtually on Thursday, October 1, 2020 from 11 a.m. through 2 p.m., via Handshake, the</p>

	<p>university’s career services platform for employers and students. A WKXW(FM) hiring authority attended all three hours. The hiring authority connected with students on Handshake’s video chat platform. During one-on-one sessions with students, the hiring authority answered questions about the station’s internship program and full-time career opportunities. Resumes were sent via email and considered for future job openings and internships. At the time of the event, WKXW(FM) was recruiting for a General Sales Manager position (vacancy not filled in 2020). Additionally, students that could not attend one-on-one sessions the day of the event were permitted to email their resumes to the hiring authority either on the day of the career fair or on a later date.</p>
<p>Rowan University’s Fall 2020 Virtual Career and Graduate School Fair (participation in job fair by personnel with responsibility for hiring decisions)</p>	<p>The Rowan University Fall 2020 Virtual Career and Graduate School Fair was held virtually on Thursday, October 1, 2020 from 10 a.m. through 2 p.m., via the university’s employer portal. A WKXW(FM) hiring authority attended two hours of the event. The hiring authority connected with students via a video chat established on the university’s employer portal. During one-on-one sessions with students, the hiring authority answered questions about the station’s internship program and full-time career opportunities. Resumes were sent via email and considered for future job openings and internships. At the time of the event, WKXW(FM) was recruiting for a General Sales Manager position (vacancy not filled in 2020). Additionally, students that could not attend one-on-one sessions the day of the event were permitted to email their resumes to the hiring authority.</p>

<p>WKXW(FM) Internship Program (establishment of an intern program designed to assist members of the community)</p>	<p>We have established an ongoing internship program in our Promotions and Marketing, On-Air News, and Digital News Departments. We actively advertise our internship program through ads on the station’s website and on-air programs, as well as ads placed with some of our college and university partners.</p> <p>We also recruit students interested in a career in radio broadcasting by attending career and internship fairs held at New Jersey colleges and universities throughout the year. In 2020, WKXW(FM) attended eight career fairs. Two of them were in-person, while six were held virtually.</p> <p>Internship participants receive college credit while learning aspects of radio promotions, radio marketing, broadcast news, radio sales, and digital news and programming content. All students get extensive training and hands-on experience.</p> <p>In 2020, we had a total of eight interns from the following colleges and universities: Emerson College, Rider University, Rowan University, Seton Hall University, The College of New Jersey, University of New Haven, and West Virginia University.</p> <p>While WKXW(FM) was able to maintain its internship program throughout the coronavirus pandemic, the station did experience a reduction in participation as students shifted to a remote-only setting at their schools.</p>
<p>Townsquare Media Trenton “The Erik Van Ness 2020 Scholarship Award” Scholarship Program (participation in scholarship programs)</p>	<p>Townsquare Media Trenton, WKXW(FM), sponsored the “The Erik Van Ness 2020 Scholarship Award” in Recognition of Outstanding Creativity. In 2002, Erik Van Ness lost his lifelong battle with cystic fibrosis. In Erik’s memory, Townsquare Media Trenton sponsors the annual memorial scholarship in the hope of fostering the kind of creativity and passion he inspired</p>

	<p>in us.</p> <p>The yearly scholarship is in the amount of \$1,000. It is awarded to a New Jersey resident enrolled in an accredited college or university. Eligible students must major in broadcasting, communications, journalism, film, and/or related coursework.</p> <p>The station advertised and solicited applicants for the scholarship through four months of on-air ads on WKXW(FM), the station’s website, nj1015.com, and by mailing application materials to New Jersey community colleges and four-year colleges and universities.</p> <p>The station’s Director of Content and News Director reviewed the submitted applications and selected the winner.</p>
<p>Station Tour and/or Networking Events (participation in events or programs sponsored by educational institutions)</p>	<p>In 2020, WKXW(FM) station personnel engaged in two Networking Events. Both events were designed to give college students majoring in communications, broadcasting, journalism, film, and related courses an opportunity to discuss with station personnel what steps to take to secure an internship or career in broadcasting.</p> <p><u>Event 1:</u> Three members of WKXW(FM)’s on-air news team were interviewed via Zoom on separate days in September 2020 by the news director of WTSR(FM), the radio station of The College of New Jersey in Ewing, New Jersey. The interviews were compiled as part of a three-part podcast series for World College Radio Day on Friday, October 2, 2020. In each interview, WKXW(FM) staff members discussed their college radio experiences, how those experiences helped shape their current professional careers in the radio industry, the state of terrestrial radio in a digital world, and what impact COVID-19 has had on the industry. In all interviews, WKXW(FM) staff members were asked how training, projects,</p>

	<p>and interpersonal relationships while participating in college radio helped form a strong basis for a professional career in radio. A WKXW(FM) News Reporter was interviewed on Saturday, September 5, 2020, and both a WKXW(FM) Digital News Reporter and a WKXW(FM) News Anchor/Reporter were interviewed on Wednesday, September 9, 2020.</p> <p><u>Event 2:</u> A WKXW(FM) News Reporter participated in and served as an invited panelist in two classes under the Department of Communication Studies at Sacred Heart University on Wednesday, October 7, 2020. The two classes the news reporter spoke to via Zoom were the History of Advertising &amp; Public Relations and Strategic Communications in the Digital Age I. During the 60-minute conversation with the classes' professor and students, the news reporter focused on what skills he pursued and learned in college that helped prepare him for a career in broadcasting. Students in attendance were able to ask the news reporter questions about the steps to take in college in order to achieve a career in broadcast media. The news reporter advised students to take advantage of any opportunity to learn and grow in college, including through an internship.</p>
<p>EEO Management Training Session (provision of training to management)</p>	<p>A training session reviewing WKXW(FM)'s EEO practices was held on Wednesday, November 11, 2020. All of the station's hiring authorities attended the virtual training session. Station personnel reviewed the station's best practices and policies for following EEO requirements and discussed the station's current recruitment efforts as it pertains to filling vacancies. Hiring authorities also made suggestions for additions to the station's current recruitment notification list. A guide on WKXW(FM)'s EEO recruitment and hiring practices was distributed via email to all hiring authorities prior to the training session.</p>