

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Monmouth/Ocean Employment Unit
WADB(AM) 1310, WCHR(FM) 105.7, WJLK(FM) 94.3, WOBM(FM) 92.7,
WOBM(AM) 1160

February 1, 2022 through January 31, 2023

Section 1. Vacancy List

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS/Other Sources that Referred the hiree
Radio Host/Digital Content Writer	1, 2, 3	3
Account Executive	1, 2, 3	2

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	Indeed.com (via Greenhouse) www.indeed.com 6433 Champion Grandview Way Building 1 Austin, TX 78750 512- 459-5300	No	1
2	LinkedIn.com Townsquare Media LinkedIn Page (via Greenhouse) or Staff Personal LinkedIn Pages (website) www.linkedin.com 1000 W. Maude Ave. Sunnyvale, CA 94085 650-687-3600	No	3
3	Townsquare Media Career Pages (via Greenhouse) www.townsquaremedia.com 1 Manhattanville Rd. Suite 202 Purchase, NY 10577 203-861-0900	No	4
4	Townsquare Media Corporate Recruiters/Direct Sourcing Corporate Recruiters 200 South Tyron St. Suite 400 Charlotte, NC 28202 704-207-1348	No	4
5	Employee Referral WADB(AM) 1310/WCHR(FM) 105.7/WJLK(FM) 94.3/WOBM(FM) 92.7/WOBM(AM) 1160 8 Robbins St. Toms River, NJ 08753 732-237-9626	No	0

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
6	Employee Promotion WADB(AM) 1310/WCHR(FM) 105.7/WJLK(FM) 94.3/WOBM(FM) 92.7/WOBM(AM) 1160 8 Robbins St. Toms River, NJ 08753 732-237-9626	No	0
7	Industry Referral	No	0
8	Unsolicited Applications ¹	No	0
Total Number of Interviews over 12-month period: 12			

¹ Unsolicited Applications: This refers to a candidate indicating a recruitment source the station unit did not use to fill the vacancy.

Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
<p>Internship Program (establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment)</p>	<p>The market president for the station unit established an internship program in the Promotions and Marketing, Programming, Sales, and Digital Content Departments. The station unit actively advertises its internship program through ads on the station unit’s websites and/or on-air programs.</p> <p>Internship participants receive high school or college credit while learning aspects of promotions and marketing, programming, sales, and digital content. All students get extensive training and hands-on experience.</p> <p>In 2022, the station unit had one intern from Donovan Catholic High School from February 7, 2022 through April 1, 2022. The intern worked in all departments, rotating throughout the term with the promotions and marketing, programming, sales, and digital content departments. During her time, she was able to see the innerworkings of all departments from planning to execution. She also shadowed some of the on-air personalities and participated in meetings about digital content creation for the station unit’s websites. She was supervised by the market president for the station unit.</p>
<p>“The Erik Van Ness 2022 Scholarship Award” Scholarship Program (participation in scholarship program designed to assist students interested in pursuing a career in broadcasting)</p>	<p>In conjunction with WKXW(FM) NJ101.5 and WPST(FM) 94.5, a station unit owned and operated by Townsquare Media, WADB(AM) 1310/WCHR(FM) 105.7/WJLK(FM) 94.3/WOBM(FM) 92.7/WOBM(AM) 1160 co-sponsored “The Erik Van Ness 2022 Scholarship Award” in Recognition of Outstanding Creativity. In 2002, Erik Van Ness, an on-air imaging director, lost his lifelong battle with cystic fibrosis.</p> <p>In Erik’s memory, WADB(AM) 1310/WCHR(FM) 105.7/WJLK(FM) 94.3/WOBM(FM)</p>

	<p>92.7/WOBM(AM) 1160 sponsors the annual memorial scholarship in the hope of fostering the kind of creativity and passion he inspired 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 communications, radio and television broadcasting, or audio production, or related courses. Related courses include broadcast and digital journalism and film/video production.</p> <p>WADB(AM) 1310/WCHR(FM) 105.7/WJLK(FM) 94.3/WOBM(FM) 92.7/WOBM(AM) 1160 advertised and solicited applicants for the scholarship through two months of on-air ads, starting in November 2022, on WADB(AM) 1310/WCHR(FM) 105.7/WJLK(FM) 94.3/WOBM(FM) 92.7/WOBM(AM) 1160, as well as the stations' respective websites.</p> <p>Scholarship candidates were also solicited by mailing application materials to New Jersey and Pennsylvania community colleges and four-year colleges and universities, as well as through emails to educators teaching in the areas of interest that pertain to the scholarship requirements.</p> <p>The regional vice president for the station unit helped review submitted applications and select the winner.</p>
<p>EEO Management Training Session (provision of training to management)</p>	<p>The regional vice president, general sales manager, director of content, and public file director for WADB(AM) 1310/WCHR(FM) 105.7/WJLK(FM) 94.3/WOBM(FM) 92.7/WOBM(AM) 1160 attended a training session on Wednesday, November 9, 2022. All attendees are also hiring authorities for the station unit.</p> <p>During the training session, best practices and</p>

	<p>policies for following EEO requirements were reviewed. Additionally, hiring authorities reviewed and discussed the station unit's current recruitment efforts as it pertains to filling full-time job vacancies. Hiring authorities also made suggestions for additions to the station unit's current recruitment notification list. A guide to the station unit's EEO recruitment and hiring practices was distributed via email to all hiring authorities at the conclusion of the training session.</p>
<p>Brick Township School District "Career Day 2022" (participation in events or programs sponsored by educational institutions)</p>	<p>On two days in April, the brand manager for WJLK(FM) 94.3 participated in "Career Day 2022" at Brick High School and Brick Memorial High School. Both schools are in Brick, New Jersey. The first event took place on Tuesday, April 5, 2022 at Brick High School. The second event took place on Thursday, April 14, 2022 at Brick Memorial High School. Both events lasted from 7 a.m. to 10 a.m.</p> <p>The purpose of the "Career Day 2022" was to help eleventh and twelfth grade students be objective about their future career field. The school invited professionals from various industries, including radio broadcasting, to give students a perspective of what working in a particular industry is like.</p> <p>For each event, the hiring authority participated in two, 30-minute presentations about his career, focusing on his daily tasks, specific jobs within the radio industry, and career paths. Each presentation included a Q&A section.</p>
<p>Forked River Elementary School's "Career Day" (participation in events or programs sponsored by educational institutions)</p>	<p>On Friday, May 20, 2022, a co-host from WOBF(FM) 92.7's "The Ocean County Breakfast Show" attended "Career Day" at Forked River Elementary School in Forked River, New Jersey. The event lasted from 12:30 p.m. to 3:30 p.m.</p> <p>During the event, the co-host met with four</p>

	<p>separate classrooms – one second grade class, one third grade class, and two fourth grade classes – to discuss her job as a radio co-host. Her conversation with the students included information about her daily tasks and responsibilities, and the types of careers that are available in radio.</p>
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