

EEO PUBLIC FILE REPORT
Townsquare Media Licensee of Utica/Rome, Inc.
WFRG-FM, WLZW(FM), WODZ-FM, WIBX(AM), WOUR(FM)
February 1, 2023 to January 31, 2024

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
Brand Manager - WIBX	6/26/2023	1, 2, 3, 4, 5	RS 1 - 0 RS 2 - 0 RS 3 - 1 RS 4 - 0 RS 5 - 0 RS 6 - 0 <u>RS 7 - 5</u> Total: 6	7
On-Air Host - WLZW	3/6/2023	1, 2, 3, 4, 5	RS 1 - 0 RS 2 - 0 RS 3 - 1 RS 4 - 0 <u>RS 5 - 0</u> Total: 1	3

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	0
2	Indeed.com (via Greenhouse)	N	0
3	LinkedIn (via Greenhouse)	N	2
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	5
8	Employee Referral	N	0
TOTAL INTERVIEWS			7

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Section 3. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On August 21, 2023, Market President participated in an online training for Valuing Diversity provided by Trust Mineral. The purpose of the course is to help employers understand the concept of diversity and know how to recognize diversity issues that can lead to legal liability under anti-discrimination and harassment laws.
2	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On November 8, 2023, Market President participated in an internal compliance training provided by the legal and human resources departments of Townsquare. The training was approximately 1 hour in length and covered topics such as broad recruitment and FCC obligations and compliance. The training also covered areas of internal process to ensure compliance with the Company's EEO practices.
3	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	Beginning January 24, 2023 and continuing through May 25, 2023, the EU hosted an intern from the NYS Broadcasters Association. The intern was supervised by the Director of Content and assisted the entire on-air team with various tasks.
4	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	Beginning April 11, 2023 and continuing through July 27, 2023, the EU hosted an intern from the NYS Broadcasters Association. The intern was supervised by the Director of Content and spent most of his time working closely with one of EU's Newstalk morning show hosts.
5	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The EU began hosting an intern from the NYS Broadcasters Association beginning July 31, 2023. The intern, who is still with the station, is supervised by the WLZW Brand Manager and spends most of her time working closely with one of EU's Newstalk morning show hosts.
6	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The EU began hosting two (2) interns on October 4, 2023 – one from the NYS Broadcasters Association and the second from the Oneida-Herkimer-Madison BOCES Business Alliance Program (Regional Program for Excellence). The BOCES Internship ended on December 22, 2023, however the NYSBA intern is still working with the EU. Both interns are 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.

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7	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On February 9, 2023, the Director of Content and Digital Managing Editor gave a virtual presentation to a group of students at the Sauquoit Valley High School. The presentation focused on digital media. The DOC explained how digital media plays a part in the broadcast/media industry and explained the different career paths digital media can lead to.
8	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On February 21, 2023, the Market President gave a presentation to a group of students through Utica’s Chamber Youth Ambassador program. The presentation focused on careers in radio and media.
9	Participation in job fair	On March 21, 2023, the Market President participated in a career exploration event hosted by Mohawk Valley Community College. The expo was targeted towards high school students, however open to anyone from the public. Over 130 students were in attendance.
10	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On November 17, 2023, one of WFRG’s On-Air Talent gave a presentation to a group of students at the Clinton Central School as part of the school’s career day event. The On-Air Talent explained what it is like to work for a radio/media company and explained the different careers that can be found in broadcasting. The students were able to ask questions at the end of the presentation.
11	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On December 6, 2023, one of WFRG’s On-Air Talent visited with a group of third grade students and their parents at Watson Williams Elementary School as part of the community guest reader program. Before reading to the class, the On-Air Talent shared what she did for a living and explained what a career in broadcasting was. The students were able to ask questions.
12	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On June 5, 2023, the Market President and Administrative Assistant provided a tour of the station to a group of students from the Oneida-Herkimer-Madison BOCES Business Alliance Program. The students were able to learn about careers in broadcasting.