

***Townsquare Media Licensee of Utica/Rome, Inc.***  
***WFRG-FM, WLZW(FM), WODZ-FM, WIBX(AM), WOUR(FM)***  
**Equal Employment Opportunity Public File Report**  
**February 1, 2022 through January 31, 2023**

**I. POSITIONS FILLED DURING THE REPORTING PERIOD**

<b>Job Title</b>	<b>Sources Used to Fill Position</b> <i>(Numbers Correspond to the Recruitment Source List in Part II)</i>	<b>Source Referring Hiree</b>
Director of Content	18, 19	18
Radio Host/Digital Content Writer WIBX	18, 19	19
Account Executive 1	17	17
Account Executive 2	14	14
Administrative Assistant/Receptionist 1	17, 19	17
Administrative Assistant/Receptionist 2	17, 19	17
Radio Host/Digital Content Writer WFRG	17, 18, 19	19

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**II. RECRUITMENT SOURCE LIST**

No.	Recruitment Source (Name, address, contact person, telephone number)	Entitled to Vacancy Notification (Y/N)	No. Interviewees Referred During Reporting Period by Source
1	Working Solutions One Stop Center NYS Office Building	N	0
2	Mohawk Valley Community College Employment Office	N	0
3	Herkimer County Community College Career Counseling Center	N	0
4	Utica College	N	0
5	Utica School of Commerce	N	0
6	SUNYIT Career Services	N	0
7	Women's Employment & Resource Center	N	0
8	NAACP	N	0
9	On-Air Announcement via Townsquare Media WLZW,WFRG,WIBX,WODZ	N	0
10	SUNY IT Job Fair	N	0
11	HCCC Job Fair	N	0
12	NYS Department of Labor Mohawk Valley Job Bank	N	0
13	New York State Broadcasters Assoc.	N	0
14	Referral	N	1
15	www.utica.craigslist.com	N	0
16	AllAccess.com	N	0
17	Indeed.com (via Greenhouse)	N	11
18	LinkedIn (via Greenhouse)	N	5
19	Townsquaremedia.com (via Greenhouse)	N	5
20	Glassdoor.com	N	0
21	Careerbuilder.com	N	0
22	Station Websites (BigFrog104.com, Lite987.com, 961TheEagle.com, & WIBX950.com)	N	0
23	SBE.org (Society of Broadcast Engineers)	N	0
24	Does Not Specify	N	0
<b>TOTAL INTERVIEWEES DURING 12-MONTH PERIOD</b>			<b>22</b>

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**III. OUTREACH INITIATIVES**

<b>No.</b>	<b>Type of Outreach Initiative</b> (e.g. internship, job fair, etc.)	<b>Brief Description of Activity</b>
<b>1</b>	<b>Hosted Job Fair</b>	Townsquare Media Utica hosted eight online job fairs for several local businesses: 1/6/22; 3/1/22; 3/23/22; 4/1/22; 8/8/22; 9/29/22; 12/14/22. Our on-air staff and programming managers met with the businesses to assess their hiring needs, and then ran an extensive on-air and online 3-week program for each. Participants included manufacturers, local government entities, labor unions, non-profit organizations, and other local businesses.
<b>2</b>	<b>Participation in Events Sponsored by Educational Institutions</b>	Townsquare Media Utica held two virtual seminars with Sauquoit High School. Our Digital Managing Editor and Brand Manager educated students on 2/22/22 and 10/22/22 about digital media careers and digital copyright infringement.
<b>3</b>	<b>Participation in Events Sponsored by Educational Institutions</b>	On 11/22/22, Our Market President and Director of Content presented to Utica University’s student staff of WPNR-FM, (Utica University’s college radio station) to share information about careers and internship opportunities.
<b>4</b>	<b>Participation in Events Sponsored by Educational Institutions</b>	Our Market President and Brand Managers met with the faculty advisor and students from SUNY Morrisville College on 8/29/22 to present media career opportunities.
<b>5</b>	<b>Participation in Events Sponsored by Educational Institutions</b>	On 3/22/22, students from Oneida Herkimer Madison BOCES Business Alliance visited our studios for a guided tour and they shadowed our On-Air Talent and Production Director to gain hands-on experience. Our management team also presented information on career opportunities in media.

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<b>6</b>	<b>Participation in Events Sponsored by Educational Institutions</b>	Our WIBX News Director participated in a career day on 3/15/22 at Herkimer County Community College. 750 students from ten area high schools participated in the event. He spoke to students about careers in broadcasting.
<b>7</b>	<b>Internship Program</b>	We participated in two internship programs through NYSBA that enabled us to hire two local college students. Each student intern worked in our office and received hands-on training in multiple departments from 1/20/2022 - 12/20/2022.
<b>8</b>	<b>Internship Program</b>	We executed a digital marketing internship program for a New Hartford High School student. She worked closely with our Vice President of Digital Marketing to learn all facets of programmatic digital marketing and developed a digital marketing program for a local non-profit organization in July 2022.
<b>9</b>	<b>Participation in Events Sponsored by Educational Institutions</b>	Our WLZW Brand Manager was a panelist participant in two NYSBA College Outreach Webinars that took place on 3/22/22 and 10/27/22. Students from several colleges participated in each event.
<b>10</b>	<b>Participation in other activities designed to widely disseminate information about employment opportunities in broadcasting</b>	For the calendar year of 2022, our Director of Sales was a member of the Utica Chamber Board of Directors, and our Market President was a member of the Utica Chamber Marketing Committee.
<b>11</b>	<b>Establishment of Training Program</b>	Our Market President, Sales Manager and Brand Managers provide ongoing training and meeting sessions to allow employees to progress their skills in order to qualify for promotions within the stations. Every Wednesday, our Digital Managing Editor hosted a digital content training meeting for all on-air talent.