



## II. Section 2. Recruitment Source List

Townsquare Media of Grand Rapids has worked diligently to inform the entire community of employment opportunities within our company. To that end, Townsquare Media of Grand Rapids runs on-air schedules a minimum of one time annually seeking any community organization that wishes to receive notification of job openings. Although we have run on-air solicitations inviting community organizations to be placed on the list, we have not been contacted by any new organizations during the reporting period. Listed below is the recruitment source list that was used for the reporting period.

### Section 2. Recruitment Source List

<b>RS Number</b>	<b>RS Information</b>	<b>RS Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviews Referred by RS over 12-month period</b>
1	American Legion Post Deborah 658 Michigan St, NE Grand Rapids, MI 49503	N	0
2	Acset 1550 Leonard St NE, Suite 1 Grand Rapids, MI 49505	N	0
3	Aquinas College (thru HANDSHAKE.COM) 1607 Robinson Rd SE Grand Rapids, MI 49506 616-459-8282 careerservices@aquinas.edu	N	0
4	Breakthrough Jackson's Office Services 1467 Kalamazoo SE Grand Rapids, MI 49507	N	0
5	Calvin University (thru HANDSHAKE.COM) 3201 Burton SE Grand Rapids, MI 49506 <a href="mailto:career@calvin.edu">career@calvin.edu</a>	N	0
6	Davenport College (thru HANDSHAKE.COM) 6191 Kraft Avenue SE, Grand Rapids, MI 49512 <a href="http://www.davenport.edu/career-services">http://www.davenport.edu/career-services</a>	N	0
7	Elks Lodge 1546 Linden SE Grand Rapids, MI 49507 616-247-9359	N	0
8	GRACE – Racial Justice Institute Attn: Ms. Carissa 207 E. Fulton, 4 <sup>th</sup> Floor Grand Rapids, MI 49503 616-774-2321	N	0

9	Grand Rapids First Judy Pepple 2100 – 44 <sup>th</sup> St, SW Grand Rapids, MI 49509 616-531-2100	N	0
10	Grand Rapids Foundation Kevin Harmelink 185 Oakes St SW Grand Rapids, MI 49508	N	0
11	Grand Rapids Press Classified Department 3100 Walker Ridge NW Grand Rapids, MI 49544 616-222-5555	N	0
12	Grand Rapids Times Classified Advertising 2016 Eastern SE Grand Rapids, MI 49503 616-245-8737	N	0
13	Grand Valley State University (thru HANDSHAKE.COM) 1 Campus Drive Allendale, MI 49401 616-331-5000 <a href="mailto:career@gvsu.edu">career@gvsu.edu</a>	N	0
14	Grand Rapids Urban League Employment Services 745 Eastern SE Grand Rapids, MI 49506 <a href="mailto:info@grurbanleague.org">info@grurbanleague.org</a>	N	0
15	Hispanic Center Of Western MI Attn: Ms Daisy 730 Grandville SW Grand Rapids, MI 49503 616-233-0566	N	0
16	Kent County Social Services Attn: M.O.S.T. Unit 415 Franklin SE Grand Rapids, MI 49503 616-247-6000	N	0
17	Life Guidance Service Richard Ney 1400 Leonard NE Grand Rapids, MI 49505 616-774-0633	N	0
18	Michigan Department of Civil Rights Jorge Rivas 350 Ottawa NW Grand Rapids, MI 49503	N	0

19	NAACP 640 Eastern SE Grand Rapids, MI 49503 616-243-1300	N	0
20	Northstar Masonic Lodge #5 C/O Brown's Funeral Home P.O. Box 6522 Grand Rapids, MI 49516 616-243-1425	N	0
21	Restorers Inc. Asher Thayer 1413 Madison SE Grand Rapids, MI 49507 616-243-1984	N	0
22	Sheldon Complex Maureen Downer 121 Franklin SE Grand Rapids, MI 49507 616-336-4000	N	0
23	Women's Resource Center Sharon Newton 678 Front NW #180 Grand Rapids, MI 49504 616-458-5443	N	0
24	Woodrck Institute C/O Aquinas College Steve Robbins 1607 Robinson Rd SE Grand Rapids, MI 49506 616-459-8281 Ext 4424 careerservices@aquinas.edu	N	0
25	M-Live C/O Grand Rapids Press Classified 3100 Walker Ridge NW Grand Rapids, MI 49544 616-222-5555 Mlive.com	N	0
26	Michigan Association of Broadcasters Job Bank 819 N Michigan Ave Lansing, MI 48906 517-484-7444 www.michmab.com	N	0
27	Specs Howard School of Broadcasting 19900 W 9 Mile Rd Southfield, MI 48075 248-358-9000	N	0
28	Unity Walter Mathis 1014 Franklin SE, Suite 3215 Grand Rapids, MI 49507	N	0
29	On-air Announcements All Stations	N	0
30	Internal Station Postings	N	0

31	Word-of-Mouth/Employee Referral	N	5
32	www.allaccess.com	N	0
33	Michigan Department of Civil Rights 350 Ottawa NW Grand Rapids, MI 49503 616-356-0380	N	0
34	Institute for Healing Racism 1621 E. Fulton Grand Rapids, MI 49503 616-774-2321	N	0
35	Office for Multi-Cultural Affairs Grand Valley State University Allendale, MI 49401 616-331-5000	N	0
36	Michigan State University (thru HANDSHAKE.COM) Assistant Director of Career Development Lansing, MI 49401 616-458-6505	N	0
37	Grand Rapids Help Wanted.com	N	0
38	(formerly MI Works ) Pure MI Talent Connect <a href="http://www.mitalent.org/">http://www.mitalent.org/</a>	N	0
39	Inside Radio InsideRadio.com 800-640-8852	N	0
40	GRCC Job Placement Center 143 Bostwick NE Grand Rapids, MI 49503	N	0
41	Grand Rapids Chamber of Commerce 111 Pearl St NW Grand Rapids, MI 49503 616-771-0300	N	0
42	WGRD-FM Station Website www,wgrd.com	N	0
43	WLHT-FM Station Website www.mychannel957.com	N	0
44	WTRV-FM Station Website www.rivergrandrapids.com	N	0
45	WFGR-FM Station Website www.wfgr.com	N	0
46	WNWZ-AM/FM Station Website www.MyMagicGR.com	N	0
47	Walk-In/Unsolicited/Non-Sourced	N	0
48	Western Michigan University Kalamazoo, MI 269-387-1000 (thru HANDSHAKE.COM)	N	0
49	Townsquaremedia.com (via Greenhouse)	N	1
50	SimplyHired.com	N	0
51	Craigslist.com	N	0
52	Monster.com	N	0

53	Intercompany Transfer	N	0
54	Recruited from Competitor	N	0
55	Partners for a Racism Free Community 118 Commerce SW Suite 200 Grand Rapids, MI 49503 (616) 466-6187 <a href="http://prfc-gr.org/">http://prfc-gr.org/</a> staff@prfc-gr.org	N	0
56	Cornerstone University <a href="mailto:career@cornerstone.edu">career@cornerstone.edu</a> (thru HANDSHAKE.COM)	N	0
57	Leonard Street Counseling lindajohnson@eacares.com	N	0
58	Ferris State University (thru HANDSHAKE.COM) kcadcareerservices@ferris.edu	N	0
59	Grand Rapids Community College (thru HANDSHAKE.COM) ses@grcc.edu	N	0
60	Hope College (thru HANDSHAKE.COM) careers@hope.edu	N	0
61	Indeed.com (includes via Greenhouse)	N	14
62	SBE Jobs On Line info@sbe.org	N	0
63	Exigent Circumstances	N	0
64	LinkedIn.com (includes via Greenhouse)	N	8
65	Workbox Staffing 1350 Scribner Avenue Northwest Grand Rapids, MI 49504 616.242.9919 http://www.workboxstaffing.com	N	0
66	<a href="http://www.jobvite.com/">http://www.jobvite.com/</a>	N	0
67	RadioPeeps – Facebook page <a href="https://www.facebook.com/groups/SparxxMedia/">https://www.facebook.com/groups/SparxxMedia/</a>	N	0
68	Central Michigan University (thru HANDSHAKE.COM)	N	0
69	University of Michigan (thru HANDSHAKE.COM)	N	0
70	Glassdoor (via Greenhouse)	N	0
71	Society of Broadcast Engineers <a href="http://www.sbe.org/">http://www.sbe.org/</a>	N	0
72	ITT Technical Institute: <a href="https://www.itt-tech.edu/">https://www.itt-tech.edu/</a> <a href="http://careerservices.itt-tech.edu/employer/postjob.cfm">http://careerservices.itt-tech.edu/employer/postjob.cfm</a>	N	0

73	Michigan Technological University (thru HANDSHAKE.COM)	N	0
74	Eastern Michigan University (thru HANDSHAKE.COM)	N	0
75	RAMP (Radio and Music Pros)	N	0
76	Careerbuilder.com (via Greenhouse)	N	0
77	Northern Michigan University (thru HANDSHAKE.COM)	N	0
78	Baker College (thru HANDSHAKE.COM)	N	0
79	Madonna University (thru HANDSHAKE.COM)	N	0
80	Kalamazoo College (thru HANDSHAKE.COM)	N	0
81	Olivet University (thru HANDSHAKE.COM)	N	0
82	Northwood University (thru HANDSHAKE.COM)	N	0
83	RadioInk posting	N	0
84	DiversityJobs.com	N	0
<b>Total Number of Interviews over 12-month period: 28</b>			

### III. Section 3. Outreach Initiatives

Townsquare Media of Grand Rapids engages in numerous programs and activities designed to broadly disseminate information about professional opportunities in broadcasting at our stations and to reach out to the community to enable individuals to acquire the skills needed to pursue careers in broadcasting.

- 1. Participation in Events/Programs Sponsored by Educational Institutions** – Davenport University Annual Career Fair – November 11, 2021, Grand Rapids, MI -Virtual. Director of Sales represented Townsquare at the Davenport University Annual Career Fair providing opportunities for students to learn about broadcasting careers.
- 2. Participation in Events/Programs Sponsored by Educational Institutions** – Davenport University Annual Career Fair – March 17, 2022, Grand Rapids, MI -Virtual. Director of Sales represented Townsquare at the Davenport University Annual Career Fair providing opportunities for students to learn about broadcasting careers.
- 3. Participation in Events/Programs Sponsored by Educational Institutions** – Michigan Career Educator & Employer Alliance (MCEEA) Conference – June 24, 2021, Grand Rapids, MI -Virtual. Senior Account Manager represented Townsquare Media at the MCEEA Virtual Spring Conference participated in activities and workshops to connect with career services professionals and employers throughout MI.

- 4. Participation in Events/Programs Sponsored by Educational Institutions** – Kent ISD Career Readiness, Career Chats – January 27, 2022 - WLHT Morning Show host participated in the Kent ISD Career Chat mentor sessions where he talked with students in the mentor program about careers in communications & broadcasting.
- 5. Mentoring Program for Station Personnel** – Throughout the reporting period the Director of Sales participated in Townsquare’s Female Leadership Mentoring Program.
- 6. Participation in Events/Programs Sponsored by Educational Institutions** – Job Shadow, December 16, 2021 – Promotions Director/Production Assistant conducted a job shadow with a student from Forest Hills Northern, demonstrating the production process for broadcast commercial creative.