

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Augusta/Waterville Employment Unit
WMME-FM, WTVL(AM), WEBB(FM), WJZN(AM)
December 1, 2020 to November 30, 2021
(AMENDED June 1, 2022)

Section 1. Vacancy List

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS that Referred the hire
Account Executive	1-3, 5, 7, 8	7
Radio Host & Digital Content Writer	1-3, 5, 8	6

Section 2. Recruitment Source List

RS Number	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS over 12-month period
1	Townsquare Media Corp Career site	N	1
2	Indeed.com (via Greenhouse)	N	3
3	LinkedIn (via Greenhouse)	N	2
4	Employee Referrals	N	0
5	GlassDoor.com (via Greenhouse)	N	0
6	Direct recruitment by market	N	3
7	Townsquare Drive Thru Job Fair	N	2
8	Station websites	N	0
	TOTAL INTERVIEWS		11

Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Training for management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	Market President attended a training on January 13, 2021 on equal employment and preventing discrimination.
Training program designed to enable station personnel to acquire skills that could qualify them for higher level	10-week Talent Focused Management Training with the Center for Sales Strategy January 16-March 23. Attended by General

positions	Sales Manager.
Hosted job fair	Stations hosted “drive thru” job fair and conducted interviews on October 7, 2021. Hiring managers, which included General Sales Manager, Vice President of Revenue, and Director of Content were present. Fair was promoted on two TSQ radio stations, websites, and social platforms.
Participate in job fair	General Sales Manager attended the Mid Maine Chamber B2B event at Colby College to recruit potential candidates on October 19, 2021.
Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	4-week Manager Training led by Townsquare Interactive from October 4 through week of October 25, 2021 to help employees advance to become managers. Attended by Digital Sales Lead.