

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

Section 1. Vacancy List

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS that Referred the hire
Account Executive	1-3, 5, 6	7
Radio Host & Digital Content Writer	1-3, 5	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
	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	Managers attended a training on January 13, 2021 on equal employment and preventing discrimination.

Participate in job fair	Hiring Manager, Regional Director of Strategic Partnerships, participated in Jobs in Maine Virtual Career Fair on February 11, 2021.
Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	10-week Talent Focused Management Training with the Center for Sales Strategy January 16-March 23.
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 Colby College B2B job fair 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.