

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Bangor Employment Unit
WQCB, WBZN, WWMJ, WEZQ, WDEA
December 1, 2023 – November 30, 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
Morning Show Co-Host/ Digital Content Writer - WQCB	4/1/2024	1, 2, 3, 4	<u>RS 1 – 2</u> Total: 2	1
Account Executive	9/1/2024	1, 2, 3, 4	<u>RS 7 – 1</u> Total: 1	7

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	2
2	Indeed.com (via Greenhouse) (Indeed also independently posts vacancy to Glassdoor.com)	N	0
3	LinkedIn (via Greenhouse)	N	0
4	Zip Recruiter (via Greenhouse)	N	0
5	Indeed.com (candidate sourced)	N	0
6	LinkedIn (candidate sourced)	N	0
7	Employee Referral (former employee)	N	1
TOTAL INTERVIEWS			3

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Section 3. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On June 25, 2024, an On-Air Personality conducted a station tour for a student from Husson University's New England School of Communications who was majoring in radio. The student shared with the EU that his goal was to be a radio DJ on a local radio station once he completes the radio program at Husson University.
2	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On June 25, 2024, an On-Air Personality conducted a station tour for a high school senior interested in getting into radio.
3	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On July 11, 2024, a Multimedia Marketing Executive/Morning Show Co-Host conducted a station tour for students of Stillwater Academy. Stillwater Academy is a private, special-purpose school providing educational and day treatment services to students ages 5 to 20.
4	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On October 22, 2024, the Market President and Director of Content both 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.