

EEO PUBLIC FILE REPORT
Townsquare Media – Binghamton LLC
WHWK-FM, WAAL-FM, WWYL-FM, WNBF-AM, WYOS-AM
February 1, 2019 to January 31, 2020

Section 1. Vacancy List

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS that Referred the hiree
Digital Campaign Manager-Ignite February 1, 2019	1, 9, 14	1
Account Executive – March 4, 2019	17	16
Account Executive – April 15, 2019	5-13, 14, 17	16
Account Executive – June 3, 2019	5-13	6
Account Executive – July 25, 2019	1, 5-13	1
Digital Managing Editor July 29, 2019	5-13, 14	14
Ignite Sales Lead September 30, 2019	5-13, 14	14

Section 2. Recruitment Source List

RS Number	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Townsquare Media – Binghamton (Break rooms, Bulletin Boards, Company email, Employee Referral, Walk-ins)	No	3
2	NYS Department of Labor At Broome Workforce NY Broome Mini Job Fair – April 15, 2019	No	0
3	SUNY Broome MLK Job Fair-April 25, 2019	No	0
4	Tioga County Job Fair – March 6, 2019	No	0

RS Number	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
5	Purple Briefcase – SUNY Broome https://www2.sunybroome.edu/careercenter/employer-resources/	Yes	0
6	LinkedIn.com (via Greenhouse)	No	1
7	Handshake – Ithaca College, SUNY Cortland, Binghamton University and Cornell https://binghamton.joinhandshake.com/login https://cortland.joinhandshake.com/login https://ithaca.joinhandshake.com/login https://cornell.joinhandshake.com/login	Yes	0
8	New York State Department of Labor https://newyork.usnlx.com/	Yes	0
9	Indeed.com (via Greenhouse) www.indeed.com	No	35
10	All Access www.allaccess.com	No	0
11	NYS Broadcasters Association website https://nysbroadcasters.org/job/media-and-digital-sales-executive/	Yes	0
12	Broome Tioga BOCES Job Posting https://www.btboces.org/JobOpportunities.aspx	No	0
13	Greater Binghamton Chamber of Commerce job board http://business.greaterbinghamtonchamber.com/jobs	Yes	0
14	Company Website www.townsquaremedia.com , 981thehawk.com , 991thewhale.com , kissbinghamton.com , wnbf.com , 1360binghamton.com	No	2

RS Number	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
15	On-Air Job Announcements on each Employment Unit Station (for On-Air and Account Executive and Engineer/IT Positions approx 2,000 spots)	No	0
16	Open Recruiter	No	2
17	Townsquare Media Online Job Fair – November 2019	No	0
19	SUNY Broome Career Expo – November 5, 2019	No	0
Total Number of Interviews over 12-month period: 43			

Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Tioga Job County Fair – March 6, 2019	Participation in the Tioga County Job Fair held at the Owego Treadway Inn, Owego New York. This Job Fair is organized by Tioga Employment Center, Broome-Tioga Workforce NY. From 10:00am to 2:00pm. This Job Fair is a community-wide event that promotes employment and education in the Greater Binghamton Area. Key staff answered questions about broadcasting opportunities The personnel who attended the show have substantial responsibility in the making of hiring decisions. Tioga Employment Center, Broome-Tioga Workforce NY was a general recruitment source; the Employment Unit distributed “Career Opportunities” pamphlet and placed an ad for the Employment Unit in their Business Show guide book.
Wilkes University – April 4, 2019	Jay Franiak, on-air personality on WHWK, was on a panel of Communications Studies Alum and fielded questions from the students on ethics, business communications, the working world, and how to prepare for professional settings.
NYS Department of Labor At Broome Workforce NY	Mini-job fair held by the NYS Department of Labor at the Broome Workforce office. From 2:00pm to

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Broome Mini Job Fair – April 16, 2019	3:30pm. Limited to 8 business participants each month. Key staff answered questions about broadcasting opportunities. The personnel who attended the show have substantial responsibility in the making of hiring decisions.
SUNY Broome MLK Job Fair (Job Fair- April 25, 2019)	SUNY Broome had 90 employers in a wide range of fields from across the Southern Tier. The annual event is held in partnership with the Department of Labor, runs 10am to 2pm. All students, alumni and community members who are in search of employment are welcome and encouraged to attend. Job-seekers are encouraged to bring multiple copies of their résumé, and are welcome to stop by the campus' Applied Learning & Career Center to prepare for the job fair. Key staff answered questions about broadcasting opportunities. The personnel who attended the show have substantial responsibility in the making of hiring decisions.
Townsquare Media Job Fair @ Oakdale Mall May 1, 2019	We held our first job fair at the Oakdale Mall with 50 employers participating including ourselves. Key staff answered questions about broadcasting opportunities. The personnel who attended the show have substantial responsibility in the making of hiring decisions.
Townsquare Media Online Job Fair November 2019	Nine companies including Townsquare Media participated in the Online Digital Job Fair in the month of November. The online job fair was promoted on-air, online, through social media, email newsletters, etc. directing job seekers to our websites for job openings and information.
SUNY Broome Career Expo (Communications/ Media/Art) November 5, 2019	10 companies participated in SUNY Broome's Applied Learning & Career Center, in collaborations with the Art & Design, Visual Communications & Media Arts and Business IT departments. This was an opportunity for students to speak with professionals and learn about careers within the various communications, media and art industries. This event exposed student to career paths with local companies. Key staff answered questions about broadcasting opportunities. The personnel who attended the show have substantial responsibility in the making of hiring decisions.

Type of Recruitment Initiative	Brief Description of Activity
Internship Program	<p>Townsquare Media in Binghamton operates an internship program and accepts interns on a regular basis in various departments. During the reporting period, 3 students acquired broadcast field skills through the internship program. Interns were responsible for a variety of station related tasks pertaining to promotions, production, sales, and marketing. In addition, interns received a varied, hands-on broadcast education that included assisting with live broadcasts, organizing promotional giveaways, writing and producing commercials to air on radio stations, and generating press releases, pitch letters and other printed materials.</p>