

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Binghamton Employment Unit
WHWK(FM), WAAL(FM), WWYL(FM), WNBF(AM), WYOS(AM)
February 1, 2021 to January 31, 2022

Section 1. Vacancy List

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS that Referred the hiree
Account Executive – November 15, 2021	3-11, 13-20, 22	11
Director of Content January 31, 2022	8, 10-11, 13, 15-20, 22, 23	23

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	6
2	Southern Tier Virtual Career Fair – January 20, 2022	No	0
3	Ithaca College Communications & Publishing Virtual Career Fair – March 30, 2021	No	0
4	TSM Virtual Job Fair – May 10-30, 2021	No	0
5	TSM Job Fair – August 18, 2021	No	0
6	Tioga County Job Fair – March 10, 2021 Sheri McCall mccalls@co.tioga.ny.us	No	0

RS Number	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
7	Purple Briefcase – SUNY Broome https://www2.sunybroome.edu/careercenter/employer-resources/	No	0
8	LinkedIn.com (via Greenhouse)	No	8
9	Handshake – Ithaca College, SUNY Cortland, Binghamton University, Cornell & Syracuse https://binghamton.joinhandshake.com/login https://cortland.joinhandshake.com/login https://ithaca.joinhandshake.com/login https://cornell.joinhandshake.com/login https://syracuse.joinhandshake.com/login	No	0
10	New York State Department of Labor https://newyork.usnlx.com/ Cameron McMicken Cameron.mcmicken@labor.ny.gov	No	0
11	Indeed.com (via Greenhouse) www.Indeed.com	No	8
12	All Access www.allaccess.com	No	0
13	NYS Broadcasters Association website cnash@nysbroadcasters.org	No	0
14	Broome Tioga BOCES Job Posting https://www.btboces.org/JobOpportunities.aspx	No	0
15	Greater Binghamton Chamber of Commerce job board http://business.greaterbinghamtonchamber.com/jobs	No	0
16	Company Website www.townsquaremedia.com , 91thehawk.com , 91thewhale.com , kissbinghamton.com , wnbf.com , 1360binghamton.com	No	1

RS Number	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
17	On-Air Job Announcements on each Employment Unit Station (Account Executive, Brand Manager & Director of Content approximately 2,000 spots)	No	0
18	Open Recruiter	No	0
19	Broome County Urban League Shaday Dunbar sdunbar@bcul.org	No	0
20	Broome – Tioga NAACP Cynthia Kirk ckirk1@stny.rr.com	No	0
21	Society of Broadcast Engineers Scott Jones kjones@sbe.org	No	0
22	Broome County Dept of Labor Preston Hertzog preston.hertzog@brommecounty.us	No	0
23	Internal Promotion	No	1
Total Number of Interviews over 12-month period: 24			

Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Participated in job fair	Townsquare Media participated in the Tioga County Virtual Job Fair held on March 10, 2021 from 10a to 2pm. This one-day virtual job fair is organized by Tioga Employment Center, Broome-Tioga Workforce NY. This is a community-wide event that promotes employment and education in the Greater Binghamton Area. Tioga Employment Center, and Broome-Tioga Workforce NY was the general recruitment source. The Employment Unit distributed “Career Opportunities” online. The Market President participated and has substantial responsibility in making hiring decisions.

Type of Recruitment Initiative	Brief Description of Activity
Participated in job fair	Townsquare Media participated in the Southern Tier Virtual Career Fair on January 20, 2022 from 11a to 2p. This one-day virtual event is organized by the NYS Department of Labor. This virtual job fair is a community-wide event that promotes employment and education in the Greater Binghamton area. There was a live event site that was used to chat with job seekers as well as a “virtual booth” that job seekers could visit. The Market President participated and has substantial responsibility in making hiring decisions.
Participated in job fair	Townsquare Media participated in the in the Ithaca College Communications & Publishing Virtual Career Fair on March 30, 2021 from 12 Noon to 3pm. This one-day virtual job fair was organized by Ithaca College and Handshake. Fields represented included advertising, public relations, publishing, marketing, media, journalism, writing, production and more. The virtual job fair allowed for half hour group information sessions of up to 50 people and 10 minute individual meetings. The Market President participated and has substantial responsibility in making hiring decisions.
Hosted and participated in job fair	Townsquare Media hosted and participated in the Townsquare Media Virtual Job Fair from May 10 to 30, 2021 along with ten companies. 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. The Market President participated and has substantial responsibility in making hiring decisions.
Hosted and participated in job fair	Townsquare Media hosted and participated in the Townsquare Media Job Fair held at the Oakdale Mall on August 18, 2021 from 11am to 3pm along with 30 companies. The one-day job fair was promoted on-air, online, through social media, email newsletters, etc. The Market President, Director of Sales and Senior Media & Digital Sales Executive participated in the event and have substantial responsibility in making hiring decisions.

Type of Recruitment Initiative	Brief Description of Activity
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On January 6, 2022 station personnel participated in a recorded training on FCC EEO obligations conducted by Human Resources.