

**EEO PUBLIC FILE REPORT**  
**Townsquare License, LLC**  
**Binghamton Employment Unit**  
**WHWK(FM), WAAL(FM), WWYL(FM), WNBF(AM), WYOS(AM)**  
**February 1, 2022 to January 31, 2023**

**Section 1. Vacancy List**

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS that Referred the hiree</b>
Account Executive – March 21, 2022	2, 11-24, 22-24, 26-27, 29	23
Brand Manager WNBF – June 1, 2022	2-3, 4, 12-24, 26-29	12
Account Executive – June 20, 2022	2-7, 12-24, 26-27, 29	12

**Section 2. Recruitment Source List**

<b>RS Number</b>	<b>RS Information</b>	<b>RS Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	Townsquare Media – Binghamton - Employee Referral	No	7
2	TSM Job Fair – March 16, 2022	No	0
3	NYSDOL -Southern Tier Virtual Job Fair – March 24, 2022	No	0
4	SUNY Broome –Class Tour at TSM Binghamton April 14, 2022	No	0
5	NYSDOL -Southern Tier Virtual Job Fair – April 21, 2022	No	0
6	TSM Job Fair – May 17, 2022	No	0

RS Number	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
7	NYS DOL – Southern Tier Virtual Job Fair – May 19, 2022	No	0
8	TSM Job Fair – August 24, 2022	No	0
9	Chamber of Commerce Job Fair @ Holiday Inn – September 8, 2022	No	0
10	TSM Job Fair – January 25, 2023	No	1
11	Purple Briefcase – SUNY Broome <a href="https://www2.sunybroome.edu/careercenter/employer-resources/">https://www2.sunybroome.edu/careercenter/employer-resources/</a>	No	0
12	LinkedIn.com (via Greenhouse)	No	5
13	Handshake – Ithaca College <a href="https://ithaca.joinhandshake.com/login">https://ithaca.joinhandshake.com/login</a>	No	0
14	Handshake – SUNY Cortland, <a href="https://cortland.joinhandshake.com/login">https://cortland.joinhandshake.com/login</a>	No	0
15	Handshake – Binghamton University, <a href="https://binghamton.joinhandshake.com/login">https://binghamton.joinhandshake.com/login</a>	No	0
16	Handshake – Cornell <a href="https://cornell.joinhandshake.com/login">https://cornell.joinhandshake.com/login</a>	No	0
17	Handshake – Syracuse <a href="https://syracuse.joinhandshake.com/login">https://syracuse.joinhandshake.com/login</a>	No	0
18	Indeed.com (via Greenhouse) <a href="http://www.Indeed.com">www.Indeed.com</a>	No	4
19	All Access <a href="http://www.allaccess.com">www.allaccess.com</a>	No	0
20	NYS Broadcasters Association website <a href="mailto:cnash@nysbroadcasters.org">cnash@nysbroadcasters.org</a>	No	0
21	Broome Tioga BOCES Job Posting <a href="https://www.btboces.org/JobOpportunities.aspx">https://www.btboces.org/JobOpportunities.aspx</a>	No	0

RS Number	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
22	Greater Binghamton Chamber of Commerce job board <a href="http://business.greaterbinghamtonchamber.com/jobs">http://business.greaterbinghamtonchamber.com/jobs</a>	No	0
23	Company Website <a href="http://www.townsquaremedia.com">www.townsquaremedia.com</a> (via Greenhouse)	No	1
24	On-Air Job Announcements on each Employment Unit Station (Account Executive, Brand Manager & Director of Content approximately 2,000 spots)	No	0
25	Open Recruiter	No	0
26	Broome County Urban League Shaday Dunbar <a href="mailto:sdunbar@bcul.org">sdunbar@bcul.org</a>	No	0
27	Broome – Tioga NAACP Cynthia Kirk <a href="mailto:ckirk1@stny.rr.com">ckirk1@stny.rr.com</a>	No	0
28	Society of Broadcast Engineers Scott Jones <a href="mailto:kjones@sbe.org">kjones@sbe.org</a>	No	0
29	Broome County Dept of Labor Preston Hertzog <a href="mailto:preston.hertzog@brommecounty.us">preston.hertzog@brommecounty.us</a>	No	0
30	Internal Promotion	No	0
31	Client Referral	No	1
<b>Total Number of Interviews over 12-month period: 19</b>			

### **Section 3. Recruitment Initiatives**

Type of Recruitment Initiative	Brief Description of Activity
Hosted and participated in job fair	Townsquare Media hosted and participated in the Townsquare Media Job Fair held at the Holiday Inn on March 16, 2022 from 12pm to 5pm along with 22

Type of Recruitment Initiative	Brief Description of Activity
	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.
Participated in job fair	Townsquare Media participated in the Southern Tier Virtual Career Fair on March 24, 2022 from 11am to 2pm. 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 event/program sponsored by educational institution	On April 14, 2022, a SUNY Broome class toured the office and studio. During their tour the Market President spoke to them about current job openings and how to apply if interested.
Participated in job fair	Townsquare Media participated in the Southern Tier Virtual Career Fair on April 21, 2022 from 11am to 2pm. 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.
Hosted and participated in job fair	Townsquare Media hosted and participated in the Townsquare Media Job Fair held at the Broome County Farmer’s Market on May 17, 2022 from 11am to 2pm along with 15 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.
Participated in job fair	Townsquare Media participated in the Southern Tier Virtual Career Fair on May 19, 2022 from 11a to 2p.

<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
	<p>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.</p>
<p>Hosted and participated in job fair</p>	<p>Townsquare Media hosted and participated in the Townsquare Media Job Fair held at the Broome County Farmer’s Market on August 24, 2022 from 11am to 3pm along with 18 companies. The one-day job fair was promoted on-air, online, through social media, email newsletters, etc. The Market President, and Senior Media &amp; Digital Sales Executive participated in the event and have substantial responsibility in making hiring decisions.</p>
<p>Participated in job fair</p>	<p>Townsquare Media participated in the Chamber of Commerce Job Fair held at the Holiday Inn Arena on September 8, 2022 from 11am to 2pm. The one-day job fair was promoted on-air, online, through social media, email newsletters, etc. The Market President, and Senior Media &amp; Digital Sales Executive participated in the event and have substantial responsibility in making hiring decisions.</p>
<p>Hosted and participated in job fair</p>	<p>Townsquare Media hosted and participated in the Townsquare Media Job Fair held at the Broome County Farmer’s Market on January 25, 2023 from 11am to 3pm along with 16 companies. The one-day job fair was promoted on-air, online, through social media, email newsletters, etc. The Market President, and Senior Media &amp; Digital Sales Executive participated in the event and have substantial responsibility in making hiring decisions.</p>