

EEO PUBLIC FILE REPORT
Townsquare Media Binghamton License, LLC
WHWK(FM), WAAL(FM), WWYL(FM), WNBF(AM), WYOS(AM)
February 1, 2020 to January 31, 2021

Section 1. Vacancy List

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS that Referred the hiree
Account Executive – March 2, 2020	2, 10, 11, 13, 15-18, 22	11
Account Executive – November 16, 2020	2, 4, 6-13, 15-20, 22	8
Chief Engineer – September 1, 2020	4, 10-13, 15-17, 21, 22	1

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 – February 18, 2020 Rebecca.harris@broomecounty.us	No	0
3	NYS Department of Labor At Broome Workforce NY Job Fair – December 30, 2020 Rebecca.harris@broomecounty.us	No	0
4	TSM Virtual Job Fair – August 12, 2020	No	0
5	TSM Virtual Job Fair – December 7, 2020	No	0

RS Number	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
6	Tioga County Job Fair – March 11, 2020 Sheri McCall mccalls@co.tioga.ny.us	No	0
7	Purple Briefcase – SUNY Broome https://www2.sunybroome.edu/careercenter/employer-resources/	Yes	0
8	LinkedIn.com (via Greenhouse)	No	1
9	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
10	New York State Department of Labor https://newyork.usnlx.com/ Cameron McMicken Cameron.mcmicken@labor.ny.gov	Yes	0
11	Indeed.com (via Greenhouse) www.Indeed.com	No	7
12	All Access www.allaccess.com	No	0
13	NYS Broadcasters Association website https://nysbroadcasters.org/job/media-and-digital-sales-executive/	Yes	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	Yes	0

RS Number	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
16	Company Website www.townsquaremedia.com , 981thehawk.com , 991thewhale.com , kissbinghamton.com , wnbf.com , 1360binghamton.com	No	1
17	On-Air Job Announcements on each Employment Unit Station (for On-Air and Account Executive and Engineer/IT Positions approximately 2,000 spots)	No	0
18	Open Recruiter	No	2
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	2
Total Number of Interviews over 12-month period: 16			

Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Tioga Job County Fair – March 11, 2020	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

Type of Recruitment Initiative	Brief Description of Activity
	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.
NYS Department of Labor At Broome Workforce NY Broome Mini Job Fair – February 18, 2020	Mini-job fair held by the NYS Department of Labor at the Broome Workforce office. From 2:00pm to 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.
NYS Department of Labor At Broome Workforce NY Job Fair – December 30, 2020	Job fair held by the NYS Department of Labor at the Broome County Career & Service Center. From 2:00pm to 5:00pm. There were 20 business participants. Key staff answered questions about broadcasting opportunities. The personnel who attended the show have substantial responsibility in the making of hiring decisions.
Townsquare Media Virtual Job Fair – August 12, 2020	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.
Townsquare Media Online Job Fair - December 7, 2020	Ten 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.
EEO Training for Management	On January 13, 2021, station personnel participated in training on FCC EEO obligations conducted by Human Resources.