

EEO PUBLIC FILE REPORT
Townsquare Media – Binghamton LLC
WHWK-FM, WAAL-FM, WWYL-FM, WNBF-AM, WYOS-AM
February 1, 2018 to January 31, 2019

Section 1. Vacancy List

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS that Referred the hiree
Account Manager – March 9, 2018	1 thru 13 below	8
Account Executive – July 16, 2018	1 thru 13 below	8
Account Executive – August 27, 2018	1 thru 13 below	8
Account Executive – November 5, 2018	1 thru 13 below	8
Digital Managing Editor February 21, 2018	1 thru 13 below	8
Chief Engineer October 22, 2018	1 thru 13 below	8

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, websites, Walk-ins)	No	0
2	NYS Department of Labor At Broome Workforce NY Broome Mini Job Fair – October 16, 2018	No	0
3	SUNY Broome Job Fair-June 15, 2018	No	0
4	Tioga County Job Fair – March 7, 2018	No	0
5	Purple Briefcase – SUNY Broome https://www2.sunybroome.edu/careercenter/employer-resources/	Yes	0
6	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
7	New York State Department of Labor https://newyork.usnlx.com/	Yes	0
8	Indeed.Com wwwIndeed.com	No	35
9	All Access www.allaccess.com	No	0
10	NYS Broadcasters Association website https://nysbroadcasters.org/job/media-and-digital-sales-executive/	Yes	0
11	Broome Tioga BOCES Job Posting https://www.btboces.org/JobOpportunities.aspx	No	1

12	Greater Binghamton Chamber of Commerce job board http://business.greaterbinghamtonchamber.com/jobs	Yes	0
13	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
14	Internal Referral	No	5
Total Number of Interviews over 12-month period: 41			

Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Tioga Job County Fair – March 7, 2018	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.

<p>SUNY Broome (Job Fair-June 15, 2018)</p>	<p>SUNY Broome has 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 10 am to 2 pm. 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.</p>
<p>NYS Department of Labor At Broome Workforce NY Broome Mini Job Fair – October 16, 2018</p>	<p>Mini-job fair held by the NYS Department of Labor at the Broome Workforce office. 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.</p>
<p>Internship Program</p>	<p>Townsquare Media in Binghamton operates an internship program and accepts interns on a regular basis in various departments. During the reporting period, 2 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>

