

**Townsquare License, LLC
 New Bedford Employment Unit
 WFHN(FM), WBSM(AM)
 Equal Employment Opportunity Public File Report
 December 1, 2021 through November 30, 2022**

I. POSITIONS FILLED DRUING THE REPORTING PERIOD

Job Title	Sources Used to Fill Position (Numbers Correspond to the Recruitment Source List in Part II)	Number of Interviewees Referred by Each Source	Source Referring Hiree
Digital Managing Editor– WFHN/WBSM	1-18. 21-28	3 – 2 interviews 5 – 2 Interviews 14 – 3 Interviews 17 – 2 Interviews 19 – 1 Interview 20 – 1 Interview	20

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II. RECRUITMENT SOURCE LIST

No.	Recruitment Source (Name, address, contact person, email address)	Entitled to Vacancy Notification (Y/N)	No. Interviews Referred During Reporting Period by Source
1	Career Center Manager Mass. Hire 618 Acushnet Avenue New Bedford, MA 02740	N	0
2	Anne Borges Fall River Career Center / Mass Hire 1767 North Main Street aborges@detma.org	N	0
3	Colleen Wetterland University of Massachusetts Dartmouth Career Resource Center 285 Old Westport Road North Dartmouth, MA 02747	N	2
4	Office of Career Services – John Williams University of Massachusetts Amherst Amherst, MA 01003 jgw@acad.umass.edu	N	0
5	Susan Raposo Bristol Community College Job Placement 777 Elsbree Street Fall River, MA 02720	N	2
6	Rick Potter Fisher College 777 Church Street New Bedford, MA 02740	N	0
7	Career Service Manager Bridgewater State College 131 Summer Street Bridgewater, MA 02324	N	0
8	Office of Career Services Massasoit Community College One Massasoit Boulevard Brockton, MA 02302	N	0
9	Admissions/Career Service Dept. Roger Williams University One Old Ferry Road Bristol, RI 02811	N	0

10	Office of Career Services Salem State College 352 Lafayette Street Salem, MA 01970	N	0
11	Office of Career Services Stonehill College Easton, MA 02357 hheerman@stonehill.edu	N	0
12	Office of Career Services University of Hartford School of Communications West Hartford, CT 06117	N	0
13	Office of Career Services Wheaton College Norton, MA 02766 filene@wheatonma.edu	N	0
14	Mark Stachowski On Air Recruitment Advertisement 22 Sconticut Neck Rd. Fairhaven, MA 02719	N	3
15	WFHN/WBSM Website	N	0
16	Career Service Manager Associated Career Network 254 Rockdale Avenue New Bedford, MA 02740	N	0
17	Job Placement Officer NAACP 95 Cedar Street New Bedford,, MA 02745	N	2
18	Patricia Brum New Directions Southcoast 1213 Purchase Street New Bedford, MA 02740 www.newdirectionssouthcoast.org	N	0
19	Industry Networking	N	1
20	Employee Referral	N	1
21	LinkedIn.com (via Greenhouse)	N	0
22	SouthCoast Business Expo	N	0
23	All Access.com	N	0
24	Indeed.com (via Greenhouse)	N	0
25	Careerbuilder.com	N	0
26	Monster.com	N	0
27	Glassdoor.com	N	0
28	Craigslist.com	N	0
29	Internal Promotions	N	0
30	Market Outreach	N	0
Total Number of Interviews over 12-month period:			11

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III. OUTREACH INITIATIVES

No.	Type of Outreach Initiative	Brief Description of Activity
1	Internship program designed to assist members of the community to acquire skills needed for broadcast employment	The Station offers internships in all departments at its radio stations, including promotions, sales, production, and programming. The internships continue at varying lengths throughout the calendar year. The interns come from a variety of sources, but most are referred to WFHN/WBSM through the New Bedford Chamber of Commerce, Wareham High School and Greater New Bedford Vocational Technical. Information about the internship program is posted on the stations' websites and distributed through on-air announcements. Most interns are college students and receive college credit for the internships. The Program Director oversees the interns, evaluating their performance and ensuring that they receive the necessary training and education to excel in their position and gain experience in broadcasting. During the reporting period, the Employment Unit had four interns: 3/5/22-5/30/22 five days per week (two interns); and 10/1/22-11/30/22, 3 days per week (two interns).
2	Participated in job fair	TSM New Bedford participated in the Virtual Job Fair hosted by the Massachusetts Broadcasters Association from 9/12/22 – 9/16/22 where over the course of the week period potential candidates could learn more about working at Townsquare Media New Bedford and the types of opportunities available in promotions, sales and programming. Potential candidates contacted the Market President with questions and inquiries about the positions available.
3	Participated in other activities designed to disseminate information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities	WBSM-AM hosts a weekly public affairs program that airs on Sundays at 6am. Market President was on the show on 11/20/22 to talk about opportunities available in broadcasting and how a local broadcaster like WBSM operates in and supports the community.
4	Co-sponsored job fair with organization in the business and professional community whose membership includes substantial participation of women and minorities	TSM New Bedford co-sponsored the Southcoast Chamber of Commerce Job Fair on September 30, 2022 at Whites in Westport. We promoted the event with over 100 no charge mentions and broadcasted from the event the day of to help with attendance. There were over 100 booths including one from TSM where we recruited for full time on-air and support positions. On-air talent/promotions coordinator was there talking to potential promotions candidates. And a Senior Account Executive was at the event talking to potential sales candidates about a career at Townsquare Media. Membership of the Southcoast Chamber of Commerce includes substantial participation of women and minorities.