

**Townsquare Media New Bedford License, LLC  
 WFHN-FM, WBSM-AM  
 Equal Employment Opportunity Public File Report  
 December 01, 2019 through November 30, 2020**

**I. POSITIONS FILLED DRUING THE REPORTING PERIOD**

<b>Job Title</b>	<b>Sources Used to Fill Position (Numbers Correspond to the Recruitment Source List in Part II)</b>	<b>Number of Interviewees Referred by Each Source</b>	<b>Source Referring Hiree</b>
On-Air Host– WFHN-FM	1-28	12 – 2 Interviews 14 – 3 Interviews 17 – 2 interviews 19 – 1 Interview 20 – 1 Interview	20
On-Air Host – WFHN Morning Show	1-30	15 – 6 interviews 19 – 1 Interview 30 – 1 Interview	30

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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 <a href="mailto:aborges@detma.org">aborges@detma.org</a>	N	0
3	Colleen Wetterland University of Massachusetts Dartmouth Career Resource Center 285 Old Westport Road North Dartmouth, MA 02747	N	0
4	Office of Career Services – John Williams University of Massachusetts Amherst Amherst, MA 01003 <a href="mailto:jgw@acad.umass.edu">jgw@acad.umass.edu</a>	N	0
5	Susan Raposo Bristol Community College Job Placement 777 Elsbree Street Fall River, MA 02720	N	0
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 <a href="mailto:hheerman@stonehill.edu">hheerman@stonehill.edu</a>	N	0
12	Office of Career Services University of Hartford School of Communications West Hartford, CT 06117	N	2
13	Office of Career Services Wheaton College Norton, MA 02766 <a href="mailto:filene@wheatonma.edu">filene@wheatonma.edu</a>	N	0
14	Mark Stachowski On Air Recruitment Advertisement 22 Sconticut Neck Rd. Fairhaven, MA 02719	N	3
15	WFHN/WBSM Website	N	6
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 <a href="http://www.newdirectionssouthcoast.org">www.newdirectionssouthcoast.org</a>	N	0
19	Industry Networking	N	2
20	Employee Referral	N	1
21	LinkedIn.com	N	0
22	SouthCoast Business Expo	N	0
23	All Access.com	N	0
24	Indeed.com	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	1
<b>Total Number of Interviews over 12-month period: 17</b>			

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**III. OUTREACH INITIATIVES**

<b>No.</b>	<b>Type of Outreach Initiative</b>	<b>Brief Description of Activity</b>
<b>1</b>	<b>Internship Program</b>	<p>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' web sites 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 seven interns. Dates Include: 1/5/20-3/20/20, 2 interns, five days weekly 10/1/20-11/30/20, 2 interns, 6 weekdays on, six weekdays off</p>
<b>2</b>	<b>Participate in events sponsored by educational institution</b>	<p>Station Representatives (General Manager, Digital Manager, Digital Managing Editor) worked with Wareham High Schools DECA program students to help train students on marketing their Home Show which had a budget of \$20,000 and helps fund their program. Representatives also worked with students on ideas to help sell the 40 booths and 4 sponsorships needed to hit their goal. Station Representatives spent 10+ hours visiting the high school in February and March of 2020 helping students prospect and position potential sponsors as well as write radio spots and other marketing materials to promote the event. Students were also offered internship opportunities with Townsquare Media following the show but both the Home Show and Internships were cancelled due to COVID 19.</p>
<b>3</b>	<b>Participate in job fair</b>	<p>TSM New Bedford participated in the Virtual Job Fair hosted by the Massachusetts Broadcasters Association from 3/23 – 3/27 where over the course of the week period potential candidates could learn more about working at Townsquare Media New Bedford, the types of opportunities available in promotions, sales and programming.</p>
<b>4</b>	<b>Activity designed to widely disseminate information about employment opportunities in broadcasting</b>	<p>WBSM-AM hosts a weekly public affairs program that airs on Sundays at 6am. Market Manager was on the show on 9/27/20 to talk about opportunities available in broadcasting and how a local broadcaster like WBSM operates in and supports the community</p>