

EEO PUBLIC FILE REPORT
Townsquare Media Tuscaloosa License, LLC
WTUG-FM – Northport, AL
WTSK-AM – Tuscaloosa, AL
WQRR-FM – Reform, AL
WFFN-FM – Coaling, AL
WTBC-AM – Tuscaloosa, AL
WALJ-FM – Northport, AL¹

December 1, 2018 to November 30, 2019

Section 1. Vacancy List

| Job Title | Recruitment Sources (RS) Used to Fill Vacancy | RS that Referred the hiree |
|--------------------------|--|-----------------------------------|
| Receptionist | 4,8,10 | 4 |
| On-Air/Promotions | 4,5,7 | 4 |
| Digital Managing Editor | 4,5,7,10 | 10 |
| Asst. Operations Manager | 4,5,7,10 | 10 |
| Account Executive | 4,5,7,10 | 10 |
| On-Air Talent | 4,5,10 | 4 |
| Account Executive | 4,5,7 | 7 |

Section 2. Recruitment Source List

| RS Number | RS Information | RS Entitled to Vacancy Notification? (Yes/No) | No. of Interviews Referred by RS over 12-month period |
|------------------|---|--|--|
| 1 | Alabama Broadcasters Association Lesa Rice 2180 Parkway Lake Drive Birmingham, AL 35244 (205)982-5001 | No | 0 |
| 2 | Alabama State Employment Svc Sonny Stringer P.O. Box 1820 Tuscaloosa, AL 35403 (205)758-7591 | No | 0 |
| 3 | Shelton State Community College | No | 0 |

¹ Townsquare Media Tuscaloosa License, LLC acquired station WALJ(FM) on October 1,2019.

| | | | |
|---|--|----|-----------|
| | Mike Fields 9500 Old Greensboro Road Tuscaloosa, AL 35405 (205)391-2461 | | |
| 4 | Indeed via Greenhouse | No | 10 |
| 5 | LinkedIn via Greenhouse | No | 4 |
| 6 | Career Builder via Greenhouse | No | 5 |
| 7 | Townsquare Media Station Websites/Facebook | No | 5 |
| 8 | On-Air Ads | No | 0 |
| 9 | Walk-In | No | 0 |
| 10 | Referral | No | 4 |
| Total Number of Interviews over 12-month period: | | | 28 |

Section 3. Recruitment Initiatives

| Type of Recruitment Initiative | Brief Description of Activity |
|---|---|
| Participation in Job Fair | <p>Shelton State Community College Student Activity Fair/"Worlds of Work" 10/11/2019</p> <p>Annual "Worlds of Work" career fair for students. Advertised openings for interns as well as full-time and Part time employment with Townsquare. The Market Manager, Brand Managers & Sales Managers attended.</p> |
| Participation in Job Fair | <p>C&IS Career Day University of Alabama November 14, 2019</p> <p>Attended the C&IS Career Day at the University of Alabama on November 14, 2019. One (1) Director of Sales and one (1) Market President represented Townsquare at this career fair. During the fair, Townsquare advertised all job and internship openings. Students and attendees were able to submit their resumes for consideration for said job and internship openings. Townsquare also provided information about its company and stations to those who inquired.</p> |
| Participation in Visitor's Board | <p>Market President participates on The University of Alabama College of Communication Visitor's Board. This occurs twice a year to recruit students for open positions or internship.</p> |
| Internship Program | <p>This ongoing semester internship program has been in place in the Employment Unit (EU) for the past fifteen (15) years. During the period covered by this report, we had eleven (15) interns. Interns were supervised by the Market Manager, Operations Director, Brand Managers, Promotions Director, Live Events Manager, and Digital Managing Editor. Some of the duties included: assisting with production, screening callers; social media; street team marketing; assisting with promotions and live events, reporting local sporting events</p> |