

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Tuscaloosa Employment Unit
WTUG(FM), WTSK(AM), WQRR(FM), WFFN(FM), WTBC(AM), WALJ(FM)
December 1, 2023 – November 30, 2024

Section 1. Vacancy List

Job Title	Date Filled	Public Recruitment Sources (RS) Used to Fill Vacancy	Number of Interviewees Referred by Each Source	RS Referring Hiree
Account Executive	12/4/2023	1, 2, 3, 4	<u>RS 7 – 1</u> Total: 1	7
Digital Managing Editor	12/18/2023	1, 2, 3, 4	<u>RS 1 – 1</u> Total: 1	1
Senior Account Executive	6/18/2024	1, 2, 3, 4	<u>RS 1 – 1</u> Total: 1	1

Section 2. Recruitment Source List

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	www.townsquaremedia.com - career page (via Greenhouse)	N	2
2	Indeed.com (via Greenhouse) (Indeed also independently posts vacancy to Glassdoor.com)	N	0
3	LinkedIn (via Greenhouse)	N	0
4	Zip Recruiter (via Greenhouse)	N	0
5	Indeed.com (candidate sourced)	N	0
6	LinkedIn (candidate sourced)	N	0
7	Employee Referral	N	1
TOTAL INTERVIEWS			3

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Section 3. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	The EU’s Assistant Director of Content is an adjunct professor teaching broadcast fundamentals at HBCU Stillman College. The EU’s Production Director visited the class, once during the Spring Semester and once during the Fall Semester, to talk about his experience in radio and what is required to begin a career in broadcast. The Production Director would also review class projects during his visits and provide feedback directly to the students.
2	Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	The EU’s Assistant Director of Content is an adjunct professor teaching broadcast fundamentals of Radio Production at HBCU Stillman College. Radio production is a level three class. The main objective of this course is to equip students with fundamental knowledge in radio/audio production. It encompasses theory and techniques while emphasizing hands-on experience in writing, voicing, and producing. Through engaging in specific projects, students can refine their skills in creative script writing, audio recording, editing, mixing, and producing. Additionally, the course provides insight into the diverse career paths within the field of radio production.
3	Participation in event sponsored by organizations representing groups present in the community interested in broadcast employment issues.	The EU’s Production Director and Assistant Director of Content participated in the Alabama Broadcaster’s Association Annual Convention held from August 8, 2024 through August 12, 2024. The Townsquare employees participated as panelists in a seminar for ABA attendees, including college students, on radio programming and job opportunities.
4	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The EU hosted an intern from Stillman College from January 2024 through March 2024. The intern is managed collectively by the Brand Manager for WTBC, the Assistant Director of Content, and the Digital Managing Editor for Tuscaloosa Thread. Duties include producing, writing, promotions, and other ad hoc projects.
5	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The EU is currently hosting four interns (two from Stillman College, one from Full Sail University, and one from Shelton State University). The interns are managed collectively by the Brand Manager for WTBC, the Assistant Director of Content, and the Digital Managing Editor for Tuscaloosa Thread. Each intern’s schedule varies based on their class schedule; however, they are present in the studio at least once per week. Duties include producing, writing, promotions, and other ad hoc projects. The interns from Stillman College and Full Sail University have with the EU since August 2024 and the intern from Shelton State University has been with the EU since

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		September 2024 (Fall 2024 Semester).
6	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	From October 28, 2024 through November 1, 2024, the EU participated in a virtual job fair hosted by the Alabama Broadcaster’s Association. The Assistant Director of Content acted as a point person for the event, passing qualified resumes to the Market President for this review.
7	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On October 28 2024, the Market President participated in an internal compliance training provided by the legal and human resources departments of Townsquare. The training was approximately 1 hour in length and covered topics such as broad recruitment and FCC obligations and compliance. The training also covered areas of internal process to ensure compliance with the Company’s EEO practices.
8	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On November 15, 2024, the Assistant Director of Content participated in a Career Day event held at Arcadia Elementary School from 9am to 12pm. The purpose of the fair is to prepare students for college and to be career ready.
9	Hosting and participation in a job fair by station personnel with substantial responsibility for hiring decisions	On November 19, 2024, the EU hosted an internship and career fair at Stillman College, at which the Market President, an Editor, a Digital Managing Editor, Account Executive, Production Director, Director of Content, and Assistant Director of Content all attended. The fair allowed students from the School of Arts and Sciences, Department of English, Journalism, and Media Communications to secure internships for the Spring and Summer sessions. The fair ended with a presentation by the EU’s Production Director on radio production.