

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Tuscaloosa Employment Unit
WTUG(FM) – Northport, AL
WTSK(AM) – Tuscaloosa, AL
WQRR(FM) – Reform, AL
WFFN(FM) – Coaling, AL
WTBC(AM) – Tuscaloosa, AL
WALJ(FM) – Northport, AL

December 1, 2021- to November 30, 2022

Section 1. Vacancy List

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS that Referred the hiree
Sales Assistant	4,5,6	5
Account Executive	4,5,6,7	10
Account Executive	4,5,6,7	5
Reporter	4,5,6,7	7
Digital Managing Editor	4,5,6	11
On-Air Host	1,4,5,6,7	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	1
2	Alabama State Employment Svc Sonny Stringer P.O. Box 1820 Tuscaloosa, AL 35403 (205)758-7591	No	0
3	Shelton State Community College Mike Fields	No	0

	9500 Old Greensboro Road Tuscaloosa, AL 35405 (205)391-2461		
4	Indeed via Greenhouse	No	0
5	LinkedIn via Greenhouse	No	13
6	Career Builder via Greenhouse	No	0
7	Townsquare Media Corporate Website	No	2
8	On-Air Ads	No	0
9	Walk-In	No	0
10	Referral	No	5
11	Interns	No	3
Total Number of Interviews over 12-month period:			24

Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Participation in Job Fair	<p>C&IS Career Day University of Alabama November 15, 2022</p> <p>Attended the C&IS Career Day at the University of Alabama on November 15, 2022. 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 Job Fair	<p>NAACP Community Job Fair March 20, 2022</p> <p>Townsquare Media Tuscaloosa attended the NAACP Community Job Fair at the McDonald Hughes Community Center on March 20, 2022. Along with 40 other business we greeted attendees, had information about TSM available, where to locate job openings within all TSM markets online, and explained the application process. One programming employee attended.</p>
Participation in Job Fair	<p>Live Work Stay Tuscaloosa March 31,2022</p> <p>Attended the inaugural Live, Work, Stay Tuscaloosa Career Expo on March 31, 2022. Students and attendees were able to submit their resumes for any job openings or internships. One Director of Sales and one Digital Managing Editor attended.</p>
Participation in Job Fair	<p>World of Works October 11-12, 2022</p> <p>In cooperation with West Alabama Works, Shelton State Community College hosted the fourth annual Worlds of Work (WOW) career expo on Thursday, October 11 and Friday, October 12. Townsquare Media Tuscaloosa was on location each day, broadcasted live, and had information available on Townsquare Media. The event hosted over 4k students from various parts of Alabama. The Market President, one sales team member and three</p>

	programming/on-air talent attended.
Participation in Job Fair	ABA Virtual Job Fair October 17-21, 2022 Townsquare Media Tuscaloosa participated in the Alabama Broadcasters Association virtual job fair from October 17 – 21, 2022. We listed all our local job openings and had information listed for all opening within Townsquare Media.
Participation in Job Fair	Shelton State Community College Connect Day September 14, 2022. All day recruitment event on campus with prospective students interested in communications. Two Programming employees attended.
Participation in Event/Program Sponsored by Educational Institution	Market President participates on The University of Alabama College of Communication Visitor’s Board. The Board convenes twice a year to meet with students and events take place throughout the year.
Internship Program	This ongoing semester internship program with UA Journalism and Stillman College has been in place in the Employment Unit (EU) for the past eighteen (18) years. During the period covered by this report, we had forty-three (43) 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