

**EEO PUBLIC FILE REPORT**  
**Townsquare License, LLC**  
**Portland Employment Unit**  
**WBLM(FM), WCYY(FM), WHOM(FM), WJBQ(FM)**  
**December 1, 2020 to November 30, 2021**

**Section 1. Vacancy List**

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS that Referred the hire</b>
Account Executive (2)	1-3, 5-6	3,4
Radio Host & Digital Content Writer	1-3, 5-6	2

**Section 2. Recruitment Source List**

<b>RS Number</b>	<b>RS Information</b>	<b>RS Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviews Referred by RS over 12-month period</b>
1	Townsquare Media Corp Career site	N	5
2	Indeed.com (via Glassdoor)	N	21
3	LinkedIn	N	14
4	Employee Referrals	N	2
5	University of Southern Maine	N	0
6	GlassDoor.com	N	0
7	Direct recruitment by market	N	1
	<b>TOTAL INTERVIEWS</b>		43

**Section 3. Recruitment Initiatives**

<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
Training for management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	Managers attended a training on January 13, 2021 on equal employment and preventing discrimination.
Participation in job fair	Hiring Manager/Director of Strategic Partnerships participated in “Jobs in Maine” virtual career fair on February 11, 2021.

Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	10-week Talent Focused Management Training with the Center for Sales Strategy January 16-March 23, 2021.
Participation in job fair	Hiring manager/General Sales Manager attended Colby College B2B job fair to recruit potential candidates on October 19, 2021.
Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	4-week Manager Training led by Townsquare Interactive week of October 4 through week of October 25, 2021.