

**EEO PUBLIC FILE REPORT**  
**Townsquare Media Portland, LLC**  
**WBLM (FM), WCYY (FM), WHOM (FM), WJBQ (FM)**  
**December 1, 2019 to November 30, 2020**

**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	1-3, 11	4
Brand Manager/On-Air Host <sup>1</sup>	See 2018-2019 EEO report for full list of sources	12

**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	2
2	Indeed.com (via Glassdoor)	N	0
3	LinkedIn	N	0
4	Employee Referrals	N	1
5	New Hampshire Association of Broadcasters (NHAB)	N	0
6	University of New Hampshire – Handshake job posting	N	0
7	Boston University – Handshake job posting	N	0
8	Bates College – Handshake job posting	N	0
9	Colby College – Handshake job posting	N	0

<sup>1</sup> The Brand Manager position was still being recruited for in at the end of the 2018-2019 reporting term. In 2019-2020, the position was combined with the On-Air Host position that was still being recruited for Townsquare Media Portsmouth, LLC at the end of 2018-2019. This combined position was filled in 2019-2020 and is listed on both EEO Public File Reports for 2019-2020.

10	Journalismjobs.com	N	0
11	GlassDoor.com	N	0
12	Direct recruitment by market	N	1
	<b>TOTAL INTERVIEWS</b>		4

### Section 3. Recruitment Initiatives

<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
NHES Virtual Job Fair	Participated in NHES Virtual Job Fair on November 10, 2020.
Seacoast Region Virtual Job Fair	Participated in Seacoast Region Virtual Job Fair, hosted by the Seacoast Chamber Alliance & NH Employment Security on November 17, 2020
JobsInME.com Virtual Job Fair	Participated in JobsInME.com Virtual Job Fair, November 12, 2020
Training session for management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	Managers attended a training on November 11, 2020 on equal employment and preventing discrimination
New Hampshire Association of Broadcasters Virtual Job Fair	Participated in New Hampshire Association of Broadcasters Virtual Job Fair November 30, 2020
Training Programs to help employees advance in their Careers	<p>The “Grow Your Talent: Series was created to help each employee build their skill sets to grow their career in broadcasting. Each module was created in skill areas that are essential to broadcasters. Topics included:</p> <ul style="list-style-type: none"> <li>Production Skills- 3 Part Series</li> <li>Radio Promotions</li> <li>Wide Orbit</li> <li>G-Selector</li> <li>Perfect On-Air Clocks</li> <li>The Zen of Zetta</li> <li>Coaching for Coaches</li> <li>Radio Finance for Programmers</li> <li>Promotion Best Practices: Multi-Platform</li> <li>Distillery</li> <li>Accountability Best Practices</li> <li>Creating a Vision for your Team</li> <li>Leading Through Transition and Changes</li> <li>Spot Writing</li> <li>Multi-track Production Techniques</li> <li>Studio computer skills</li> </ul>