

**EEO PUBLIC FILE REPORT**  
**Townsquare Media Evansville/Owensboro, Inc.**  
**WKDQ (FM), WDKS (FM), WGBF (FM), WJLT (FM), WGBF (AM),**  
**WOMI (FM), WBKR (FM)**  
**April 1, 2020 to March 31, 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	2,3,4,5,6,7,8,9,12,13,14,15,16,17	11
Account Executive	2,3,4,5,6,7,8,9,12,13,14,15,16,17	11
Account Executive	2,3,4,5,6,7,8,9,12,13,14,15,16,17	11

**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	Broadcast Compliance Services – Service posts jobs to over 100 resource locations in the Tri-State area. - Robin Cooper 1700 Rockville Pike, Suite 400 Rockville, Maryland 20852 – (301) 998-6136	N	0
2	Facebook Recruiting Coordinator, TSM Office: 203-861-0900 <a href="http://www.townsquaremedia.com">www.townsquaremedia.com</a>	N	0
3	Greenhouse Exports to: Career’s Page Recruiting Coordinator, TSM Office: 203-861-0900 <a href="http://www.townsquaremedia.com">www.townsquaremedia.com</a>	N	0

4	Greenhouse Exports to: CareerBuilder Recruiting Coordinator, TSM Office: 203-861-0900 <a href="http://www.townsquaremedia.com">www.townsquaremedia.com</a>	N	0
5	Greenhouse Exports to: Indeed Recruiting Coordinator, TSM Office: 203-861-0900 <a href="http://www.townsquaremedia.com">www.townsquaremedia.com</a>	N	2
6	Greenhouse Exports to: Simply Hired Recruiting Coordinator, TSM Office: 203-861-0900 <a href="http://www.townsquaremedia.com">www.townsquaremedia.com</a>	N	0
7	Greenhouse Exports to: Glassdoor Recruiting Coordinator, TSM Office: 203-861-0900 <a href="http://www.townsquaremedia.com">www.townsquaremedia.com</a>	N	0
8	Greenhouse Exports to: LinkedIn Recruiting Coordinator, TSM Office: 203-861-0900 <a href="http://www.townsquaremedia.com">www.townsquaremedia.com</a>	N	0
9	Townsquare Recruiting Office: 203-861-0900 <a href="http://www.townsquaremedia.com">www.townsquaremedia.com</a>	N	1
10	All Access & Radio Trades	N	0
11	Referred by Client or Internal 20 NW 3 <sup>RD</sup> Street, Suite 600, Evansville, IN 47708 - (812) 425-4226	N	4
12	Townsquare Media On-Air – Promo’s Carrie Williams 20 NW 3 <sup>RD</sup> Street, Suite 600, Evansville, IN 47708 – (812) 425-4226	N	0
13	Station Websites – wbkr.com, 1061evansville.com, newstalk1280.com, 103gbfrocks.com, my1053wjlt.com, wkdq.com, womiowensboro.com	N	0

14	NAACP Chapter - PO Box 555 Evansville, IN 47704, 812-426-1311, Rev. Gerald Arnold	N	0
15	HOLA of Evansville - 318 Main St. Evansville, IN 47708, 812-492-4474, Brant Flores	N	0
16	Latino Chamber Council - 318 Main St. Suite 401 Evansville, IN 47708, 812-425-8147, Karen Robinson	N	0
17	IVY Tech Career Center - 3501 N. 1 <sup>st</sup> Ave Evansville, IN 47710, 888-489-5463, Daniela Vidal	N	0
<b>Total Number of Interviews over 12-month period: 7</b>			

### **Section 3. Recruitment Initiatives**

<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
<b>Townsquare Media – Virtual Job Fair – Feb 1-28, 2021.</b>	For the month of February, the seven stations <b>WKDQ (FM), WDKS (FM), WGBF(FM), WJLT (FM), WGBF (AM), WOMI (FM), WBKR (FM)</b> hosted a virtual job fair. Over 5000 people responded to our online hiring pages, with over 600 people directly using our links to request applications or set up interviews with the 19 Tri-State companies that participated. Companies were responsible for setting up online meetings with candidates.

<p><b>Establishment of Internship Program</b></p>	<p>During the reporting period, the Employment Unit hosted 1 intern from Harrison High School. They worked (interned) 10-20 hours per week. Job shadowed in a variety of areas- on-air, production and sales on the morning show and in promotions.</p>
<p><b>Establishment of Mentoring Program</b></p>	<p>Market President mentors other Managers in other markets as a part of Townsquare's Mentoring program. Our Market President, Director of Sales, and a member of our Programming Talent also mentors to various other Markets.</p>
<p><b>Participation in Events/Programs Sponsored by Educational Institutions</b></p>	<p>TSM Brand Manager and Engineer participates in the Advisory Board for the Evansville Vanderburgh School Corporation's High School Radio Station. There are regular meetings to work with the teachers to help prepare students for a career in Broadcasting. It is at these meetings that we also line up various job shadowing opportunities and other tasks to assist the students.</p>
<p><b>Training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination</b></p>	<p>Station personnel attended this webinar for training on FCC EEO obligations on January 13, 2021.</p>

<p><b>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions</b></p>	<p>Engineers participating in the Society of Broadcast Engineers membership program are now required to attend at least one training session per quarter and are encouraged to attend more as the topics covered can greatly enhance job skills. This program also contains the opportunity to obtain broadcast engineering certifications that are similar to other industries.</p> <p>Programming Talent attended webinars called “Growing Our Talent” covering various detailed and specific topics that could lead to advancements in positions.</p> <p>Sales Staff are required to attend training through the Center for Sales Strategies. Account Executives completed the “Sales Accelerator Series” and Management completed the “IMPACT Sales Leadership Series” which covered People, Process, Planning and Performance.</p>
<p><b>Participation in Events/Programs Sponsored by Educational Institutions</b></p>	<p>Brand Manager will be guest instructing a virtual class with the Radio/TV Broadcasting program at Wabash Valley College on March 22, 2021.</p>
<p><b>Provision of training to management level personnel as methods of ensuring equal employment opportunity and preventing discrimination</b></p>	<p>Staff provided webinars/talks of “Diversity in the Workplace”, “Understanding Black Lives Matter”, “Where do we go from here? A conversation about race and racism.” Townsquare also interviewed TSM employees as well as external resources during Women’s History, Hispanic Heritage, Native American Heritage and Black History months.</p>

<p><b>Participation in other activities designed by the SEU</b></p>	<p>Staff members are assigned to be liaisons between our stations and non-profit organizations. The relationships that have formed have resulted in these organizations (NAACP, HOLA of Evansville, Latino Chamber Alliance and the IVY Tech Career Center) providing us an outlet to sections of our community that may not be served with traditional hiring notices.</p>
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