

**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, 2022 to March 31, 2023**

**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, 4, 5, 6, 7, 8, 9, 13	8
Account Executive (2)	3, 4, 5, 6, 7, 8, 9, 13	8
Account Executive (3)	3, 4, 5, 6, 7, 8, 9, 13	11
Production Manager	3, 4, 5, 6, 7, 8, 9, 13	13

**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	5
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	8
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	1
12	Townsquare Media On-Air – Promo's 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	1
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: 16</b>			

**Section 3. Recruitment Initiatives**

<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
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**Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting**

5/4/22 – Brand Manager and Morning Co-Host spoke with the broadcasting class at North Posey High School

6/29/22 – Brand Manager spoke about Broadcasting and Diversity in Employment for a group of High School students on the campus of Kentucky Wesleyan College.

8/3/22 – Brand Manager attended the Boys and Girls Club of Evansville’s Career Day.

9/28/22 – Market President spoke with the Radio/TV classes at the University of Southern Indiana.

9/29/22 – Brand Manager and Morning Co-Host attended Country Heights Elementary School to discuss broadcasting and opportunities available in the industry at their Career Day.

10/6/22 & 10/7/22 – Brand Manager attended sessions during the Junior Achievement “Job Spark” program with over 7,000 High School students in the area.

1/5/23 – Account Executive had a job shadow student from Indiana University’s Marketing School

3/14/23 – Account Executive had a job shadow student from Indiana University’s Marketing School

2/10/23 – Brand Manager attended the Thompkins Middle School Career Day.

2/25/23 – Brand Manager and Chief Engineer judged the finals of the Indiana Association of School Broadcasters High School and College Annual Competition in various classes such as on-air personality, news gathering, video-on-demand and more.

April 2022 to Present - Market President is mentoring a now High School student through the

<p><b>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment</b></p>	<p>July/August 2022, the Employment Unit hosted 1 intern at our Owensboro Office. They worked (interned) approximately 100 hours over the period. Primarily concentrating on the areas of on-air, production and promotion but assisted at times with administration and sales project.</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>6/14-6/17 – Director of Sales attended the “Leadership Lab” for 90 minutes a day. The training provided the Director of Sales knowledge that could lead to advancement in management.</p> <p>8/9-11 – Market President and Director of Sales attended the RAB’s “Rising Through the Ranks” conference in Nashville, TN designed to help promote women in radio sales, management, and ownership.</p> <p>8/19 – Four Female Staff Members attended the Fuel Women’s Conference in Owensboro, KY. A women’s only conference of movers and shakers in our community with speakers chosen for their ability to boost morale and unlock attendees’ potential as businesswomen.</p> <p>1/18-3/22 – Director of Sales spent 4 hours each Tuesday attending “Talent Focused Management” seminars. The seminars provided training on advancing in management.</p>
<p><b>Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting</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>

**Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions**

Brand Manager and Engineer participates in the Advisory Board for the Evansville Vanderburgh School Corporation's High School Radio Station (a non-commercial station). They attended on April 21, 2022 & November 15, 2022, 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.

Brand Manager participates in the Advisory Board for the Wabash Valley Junior College's Radio/TV Program (non-commercial station). They met April 18, 2022 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.