

Townsquare Media of Albany, Inc.
WGNA-FM, WQBK-FM, WQSH(FM), WPBZ-FM, WTMM-FM
Equal Employment Opportunity Public File Report
February 1, 2022 through January 31, 2023

I. POSITIONS FILLED DURING THE REPORTING PERIOD

| Job Title | Sources Used to Fill Position <i>(Numbers Correspond to the Recruitment Source List in Part II)</i> | Source Referring Hiree |
|---------------------|---|-----------------------------------|
| Production Director | 1, 4 | 4 |
| Market President | 1, 4 | 2 |
| Digital Sales Lead | 1, 3, 4 | 2 |
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II. RECRUITMENT SOURCE LIST

| No. | Recruitment Source | Entitled to Vacancy Notification (Y/N) | No. Interviewees Referred During Reporting Period by Source |
|--|---|---|--|
| 1 | Townsquare Media Corporate Website (via Greenhouse) | N | 3 |
| 2 | Word-of-Mouth Referral/Direct Contact | N | 6 |
| 3 | Indeed.com (via Greenhouse) | N | 0 |
| 4 | LinkedIn.com (via Greenhouse) | N | 6 |
| 5 | Indeed.com (Sourced) | N | 1 |
| 6 | LinkedIn.com (Sourced) | N | 0 |
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| TOTAL INTERVIEWEES DURING 12-MONTH PERIOD | | | 16 |
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III. OUTREACH INITIATIVES

| No. | Type of Outreach Initiative <i>(e.g., internship, job fair, etc.)</i> | Brief Description of Activity |
|------------|--|--|
| 1 | Internship program | Townsquare Media of Albany maintains an internship program with the New York State Broadcasters Association. The Intern program is administered by our Director of Content and Brand Managers. During the Summer 2022 (May- August 2022), Townsquare Media of Albany sponsored interns from Siena College (1) and SUNY Oneonta (1). Interns work directly with our On-Air Talent in various capacities so that they gain a working knowledge of performing a live show, production, social media content, on-site promotions, and general workflow of the facility. |
| 2 | Participation in other activities designed to further the goal of disseminating information about broadcast opportunities to candidates | Market President meets monthly with Capital District Radio Association to discuss ways to ensure the promotion of radio to listeners and potential employees. Stations also run on-air campaigns throughout the year to promote radio. Meetings are held on the 2nd Tuesday of each month from Jan to June and Oct to Dec. 2022 |
| 3 | Training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination | The Director of Content and Business Manager participated in this webinar for training on FCC EEO obligations on Dec 22, 2022 |
| 4 | Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions | Townsquare Media of Albany's Operations Director and Brand Managers provided on-going training throughout the year in 2022 to help employees to qualify for promotion within the organization. The Operations Director held weekly meetings with on-air staff to aid them in achieving higher levels of broadcast experience. Subjects covered include their on-air personality and improved methods to reach and engage their audience. Additionally, the Digital Managing Editor met with the on-air staff to fine tune their writing skills for online content. For example, on December 5, 2022, Morning talent (WGNA-FM) received training on |

| No. | Type of Outreach Initiative (<i>e.g.</i> , internship, job fair, etc.) | Brief Description of Activity |
|------------|---|---|
| | | show prep and broadening their audience reach from Director of Content. |