

EEO PUBLIC FILE REPORT
Townsquare Media Tuscaloosa License, LLC
WTUG-FM – Northport, AL
WTSK-AM – Tuscaloosa, AL
WQRR-FM – Reform, AL
WFFN-FM – Coaling, AL
WTBC-AM – Tuscaloosa, AL
WALJ-FM – Northport, AL

December 1, 2019- to November 30, 2020

Section 1. Vacancy List

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS that Referred the hiree
Receptionist	4,5,6,8	10
Brand Manager	4,5,6,7,11	11
Digital Managing Editor	4,5,6,7	4
Account Executive	1,4,5,6,7	1
Account Executive	1,4,5,6,7	1

Section 2. Recruitment Source List

RS Number	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS over 12-month period
1	Alabama Broadcasters Association Lesa Rice 2180 Parkway Lake Drive Birmingham, AL 35244 (205)982-5001	No	5
2	Alabama State Employment Svc Sonny Stringer P.O. Box 1820 Tuscaloosa, AL 35403 (205)758-7591	No	0
3	Shelton State Community College Mike Fields 9500 Old Greensboro Road	No	0

	Tuscaloosa, AL 35405 (205)391-2461		
4	Indeed via Greenhouse	No	6
5	LinkedIn via Greenhouse	No	1
6	Career Builder via Greenhouse	No	0
7	Townsquare Media Station Websites/Facebook	No	4
8	On-Air Ads	No	0
9	Walk-In	No	0
10	Referral	No	2
11	Interns	No	4
Total Number of Interviews over 12-month period:			22

Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Participation in Job Fair	<p>Alabama Broadcasters Association Attended the “ABA virtual job fair” August 31-November 4, 2020. Provided information about our stations and company. Advertised for Interns and other open positions. Participants included Brand Managers and On-air talent.</p>
Participation in Job Fair	<p>C&IS Career Day University of Alabama November 14, 2020 Attended the C&IS Career Day at the University of Alabama on November 14, 2019. One (1) Director of Sales and one (1) Market President represented Townsquare at this career fair. During the fair, Townsquare advertised all job and internship openings. Students and attendees were able to submit their resumes for consideration for said job and internship openings. Townsquare also provided information about its company and stations to those who inquired.</p>
Participation in Event Hosted by Educational Institution	<p>Market President participates on The University of Alabama College of Communication Visitor’s Board. This occurs twice a year to recruit students for open positions or internship.</p>
Internship Program	<p>This ongoing semester internship program with UA Journalism and Stillman College has been in place in the Employment Unit (EU) for the past sixteen (16) years. During the period covered by this report, we had twelve (12) interns. Interns were supervised by the Market Manager, Operations Director, Brand Managers, Promotions Director, Live Events Manager, and Digital Managing Editor. Some of the duties included: assisting with production, screening callers; social media; street team marketing; assisting with promotions and live events, reporting local sporting events</p>