

**TOWNSQUARE LICENSE, LLC**  
**Pittsfield Employment Unit**  
**WBEC(AM), WBEC-FM, WNAW(AM), WUPE(AM), WUPE-FM, WSBS(AM)**

**EEO PUBLIC FILE REPORT**  
**December 1, 2021 – November 30, 2022**

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Director of Digital & Radio Content - Berkshires	7, 11	11

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Massachusetts Broadcasters Association 43 Riverside Ave PMB 401 Medford MA 02155 800-471-1875 <a href="http://www.massbroadcasters.org">http://www.massbroadcasters.org</a> Jordan Walton	N	0
2	Berkshire Eagle 75 South Church Street Pittsfield MA 01201 496-6305 <a href="mailto:news@berkshireeagle.com">news@berkshireeagle.com</a>	N	0
3	Berkshire Community College Student Affairs 1350 West Street Pittsfield MA 01201 John Cornman 413-236-1611 <a href="mailto:jcornman@berkshirewcc.edu">jcornman@berkshirewcc.edu</a>	N	0
4	Berkshire Job Works 160 North Street Pittsfield MA 01201 413-499-2220 x 111 <a href="mailto:bemanuel@berkshireworks.org">bemanuel@berkshireworks.org</a>	N	0
5	All Access 28955 Pacific Coast Highway Suite 210 Malibu, CA 90265 310-475-6616 <a href="http://www.allaccess.com">www.allaccess.com</a>	N	0
6	On-Air / Website Posting <a href="mailto:jobs@live959.com">jobs@live959.com</a> <a href="mailto:jobs@wupe.com">jobs@wupe.com</a>	N	0
7	Indeed.com (VIA Greenhouse)	N	0
8	LinkedIn	N	0
9	Employee Referrals	N	0
10	Massachusetts Broadcasters Association 43 Riverside Ave PMB 401 Medford MA 02155 800-471-1875 <a href="http://www.massbroadcasters.org">http://www.massbroadcasters.org</a> Jordan Walton	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
11	Townsquare Media Careers web page (via Greenhouse)	N	1
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			1

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Participation in a job fair by station personnel who have substantial responsibility in the making of hiring decisions.	New Hampshire’s Broadcasters Virtual Job Fair, held March 7-11, 2022, was participated in by WUPE, WBEC-FM, WBEC-AM, WNAW, and WSBS. The Director of Content was the hiring agent of record. The job fair included seeking for the positions of Account Executive, Digital Sales Lead, and PT Sales Assistant.
2	Participation in a job fair by station personnel who have substantial responsibility in the making of hiring decisions.	The Massachusetts Broadcasters Virtual Job Fair for June 6-10, 2022, was participated in by WUPE, WBEC-FM, WBEC-AM, WNAW, and WSBS. The Director of Content was the hiring agent of record. The job fair included seeking for the positions of Digital Sales Specialist, Pittsfield and for Director of Digital & Radio Content.
3	Participation in a job fair by station personnel who have substantial responsibility in the making of hiring decisions.	The Massachusetts Broadcasters Virtual Job Fair for September 12-16, 2022, was participated in by WUPE, WBEC-FM, WBEC-AM, WNAW, and WSBS. The Director of Content was the hiring agent of record. The job fair included seeking for the positions of Account Executive.
4	Hosted a Virtual Job Fair	The stations hosted the Berkshires Virtual Job Fair from September 19-30, 2022. It was hosted on the websites wupe.com, live959.com, wnaw.com, wsbs.com, and 1420wbec.com. The Director of Content was the hiring agent of record. The job fair included local businesses throughout the Berkshire County community including Carr Hardware, The Brien Center, Charter Spectrum, Bianco’s Limousine, J Smegal Roofing, City of Pittsfield, Berkshire County ARC, Mount Carmel Care Center, and The Counseling Center in the Berkshires.
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