

**EEO PUBLIC FILE REPORT**  
**Townsquare License, LLC**  
**Princeton/Trenton Employment Unit<sup>1</sup>**  
**WKXW(FM) NJ 101.5, WPST(FM) 94.5, WCHR(AM) 1040, WNJE(AM) 920**

**February 1, 2021 through January 31, 2022**

**Section 1. Vacancy List**

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS/Other Sources that Referred the hiree</b>
General Sales Manager	1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 13, 14, 15, 16, 18, 19, 20, 21, 22, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57	62
Account Executive	1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 13, 14, 15, 16, 18, 19, 20, 21, 22, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61	62 (2 hirees)
Digital Sales Lead	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 58, 59, 60, 61	11

<sup>1</sup> It is noted that (1) WCHR(AM), WNJE(AM) and WPST(FM), and (2) WKXW(FM) were previously two separate employment units. The two employment units have merged; thus, while the two employment units previously prepared separate EEO public file reports, this report and all future reports will cover all four stations.

## Section 2. Recruitment Source List

<b>RS Number</b>	<b>RS Information (Source, Address and Phone Number)</b>	<b>RS Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviews Referred by RS over 12- month period</b>
1	Broadcast1Source <sup>2</sup> 5000 Crossmill Rd. McLeansville, NC 27301 336-553-0620	No	0
2	AllAccess.com www.allaccess.com P.O. Box 6587 Malibu, CA 90264 310-457-6616	No	0
3	Glassdoor.com (via Greenhouse) www.glassdoor.com 100 Shoreline Highway Mill Valley, CA 94941 415-339-9105	No	0
4	Indeed.com (via Greenhouse) www.indeed.com 6433 Champion Grandview Way Building 1 Austin, TX 78750 512- 459-5300	No	5
5	LinkedIn.com Townsquare Media Page (via Greenhouse) or Staff Personal Pages (website) www.linkedin.com 1000 W. Maude Ave. Sunnyvale, CA 94085 650-687-3600	No	2
6	National Alliance of State Broadcasters Association (website) www.nasbaonline.net 2333 Wisconsin St., NE Albuquerque, NM 87110 505-881-4444	No	0
7	New Jersey Broadcasters Association 2608 Lakewood Rd. Suite 3 Point Pleasant, NJ 08742 888-657-2346	No	0

<sup>2</sup> Broadcast1Source: The station unit uses the services of Broadcast1Source, in conjunction with the New Jersey Broadcasters Association (NJBA), to send notices of job openings to nearly 100 recruitment sources, most of which are colleges, civic groups, and organizations representing women and minorities throughout New Jersey.

<b>RS Number</b>	<b>RS Information (Source, Address and Phone Number)</b>	<b>RS Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviews Referred by RS over 12-month period</b>
8	New Jersey Department of Labor and Workforce Development (website/NJ recruitment offices) www.careerconnections.nj.gov 1 John Fitch Plaza Trenton, NJ 08611 609-292-2000	No	0
9	New Jersey 101.5 website www.nj1015.com 109 Walters Ave. Trenton, NJ 08638 609-359-5300	No	0
10	Townsquare Ignite (via Greenhouse) www.townsquareignite.com 1 Manhattanville Rd. Suite 202 Purchase, NY 10577 704-776-0433	No	0
11	Townsquare Media Career Pages (via Greenhouse) www.townsquaremedia.com 1 Manhattanville Rd. Suite 202 Purchase, NY 10577 203-861-0900	No	4
12	WCHR 1040 AM website www.wchram.com 109 Walters Ave. Trenton, NJ 08638 609-359-5300	No	0
13	WPST 94.5 website www.wpst.com 109 Walters Ave. Trenton, NJ 08638 609-359-5300	No	0
14	Baruch College - The City University of New York Starr Career Development Center One Barnard Baruch Way 55 Lexington Ave. New York, NY 10010 646-312-4670	Yes (Prong 2; notified via email from station unit)	0

<b>RS Number</b>	<b>RS Information (Source, Address and Phone Number)</b>	<b>RS Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviews Referred by RS over 12-month period</b>
15	Berkeley College - Woodland Park Location Career Services Department 44 Rifle Camp Rd. Woodland Park, NJ 07424 973-278-5400	Yes (Prong 2; notified via email from station unit)	0
16	Bloomfield College Center for Career Development 12 Austin Pl. Bloomfield, NJ 07003 973-748-9000	Yes (Prong 2; notified via school's online career services platform)	0
17	Brookdale Community College Career, Leadership & Transfer Pathways 765 Newman Springs Rd. Main Academic Complex, MAC 105 Lincroft, NJ 07738 732-224-2792	No	0
18	Caldwell University Career Planning and Development 120 Bloomfield Ave. Aquinas Hall, Room 109 Caldwell, NJ 07006 973-618-3290	No	0
19	Centenary College of New Jersey The Career Development Office 400 Jefferson St. Seay Building Hackettstown, NJ 07840 908-852-1400	Yes (Prong 2; notified via school's online career services platform)	0
20	The College of New Jersey The Career Center Roscoe West Library, Room 102 PO Box 7718 2000 Pennington Rd. Ewing, NJ 08628 609-771-2161	Yes (Prong 2; notified via school's online career services platform)	0
21	Delta Community Supports 1130 US-202 Raritan, NJ 08869 908-707-8844	Yes (Prong 2; notified via email from station unit)	0
22	Displaced Homemakers Program of Passaic County - Women in Transition 1022 Hamburg Turnpike Wayne, NJ 07470 973-694-9215	Yes (Prong 2; notified via email from station unit)	0

<b>RS Number</b>	<b>RS Information (Source, Address and Phone Number)</b>	<b>RS Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviews Referred by RS over 12-month period</b>
23	Drew University Center for Career Development 36 Madison Ave. Madison NJ 07940 973-408-3654	No	0
24	Essex County One-Stop Career Center - Newark (New Jersey Department of Labor and Workforce Development) 990 Broad St. Newark, NJ 07102 973-648-3370	Yes (Prong 2; notified via email from station unit)	0
25	Fairleigh Dickinson University - Florham Campus Career Development Center 285 Madison Ave. Madison, NJ 07940 973-443-8945	Yes (Prong 2; notified via school's online career services platform)	0
26	Felician University Center for Personal and Professional Development One Felician Way Rutherford, NJ 07070 201-559-3620	No	0
27	Kean University Career Services 1000 Morris Ave. Union, New Jersey 07083 908-737-0320	No	0
28	Mercer County Community College Career Services 1200 Old Trenton Rd. West Windsor, NJ 08550 609-570-3397	Yes (Prong 2; notified via email from station unit)	0
29	Monmouth University Career Development 400 Cedar Ave. West Long Branch, NJ 07764 732-571-3471	No	0
30	Montclair State University 1 Normal Ave. Montclair, NJ 07043 973-655-5194	No	0
31	National Council on Aging – Regional Office 1255 Route 70 West Suite 23S Lakewood, NJ 08701 732-367-7111	Yes (Prong 2; notified via email from station unit)	0

<b>RS Number</b>	<b>RS Information (Source, Address and Phone Number)</b>	<b>RS Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviews Referred by RS over 12-month period</b>
32	National Council of Jewish Women – Essex County Section 70 South Orange Ave. Suite 120 Livingston, NJ 07039 973-740-0588	Yes (Prong 2; notified via email from station unit)	0
33	National Hispanic Media Coalition 12825 Philadelphia St. Whittier, CA 90601 626-792-6462	Yes (Prong 2; notified via email from station unit)	0
34	New Jersey Department of Labor & Workforce Development - Division of Vocational Rehabilitation Services for Burlington County 795 Woodlane Rd. Suite 201 Westhampton, NJ 08060 609-518-3948	Yes (Prong 2; notified via email from station unit)	0
35	New Jersey Department of Labor & Workforce Development - Division of Vocational Rehabilitation Services for Gloucester County 215 Crown Point Rd. Suite 200 Thorofare, New Jersey 08086 856-384-3730	Yes (Prong 2; notified via email from station unit)	0
36	Northern New Jersey NOW 3 Winthrop Pl. Leonia, NJ 07605 609-310-1150	Yes (Prong 2; notified via email from station unit)	0
37	Ocean County College Career Services College Drive Toms River, NJ 08754 732-255-0400	Yes (Prong 2; notified via school's online career services platform)	0
38	Ramapo College of New Jersey The Cahill Career Development Center 505 Ramapo Valley Rd. Mahwah, NJ 07430 201-684-7444	Yes (Prong 2; notified via school's online career services platform)	0

<b>RS Number</b>	<b>RS Information (Source, Address and Phone Number)</b>	<b>RS Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviews Referred by RS over 12-month period</b>
39	Raritan Valley Community College Career Services 118 Lamington Rd. Branchburg, NJ 08876 908-526-1200	Yes (Prong 2; notified via school's online career services platform)	0
40	Rider University Career Development and Success Bart Luedeke Center, Second Floor, Suite 237 2083 Lawrenceville Rd. Lawrenceville, NJ 08648 609-896-5000	Yes (Prong 2; notified via school's online career services platform)	0
41	Rowan College of South Jersey – Gloucester Main Campus Internship and Career Planning 1400 Tanyard Rd. Sewell, NJ 08080 856-468-5000	Yes (Prong 2; notified via school's online career services platform)	0
42	Rowan University Office of Career Advancement Savitz Hall, Room 242 201 Mullica Hill Rd. Glassboro, NJ 08028 856-256-4456	Yes (Prong 2; notified via school's online career services platform)	0
43	Rutgers University - Camden Campus The Career Center Campus Center, Lower Level Room 006 326 Penn St. Camden, NJ 08102 856-225-6046	Yes (Prong 2; notified via school's online career services platform)	0
44	Rutgers University - New Brunswick Campus Office of Career Exploration & Success 106 Somerset St., 4th Floor New Brunswick, NJ 08901 848-932-7997	No	0
45	Rutgers University - Newark Campus Career Development Center Hill Hall 112 195 University Ave. Newark, NJ 07102 973-353-5311	Yes (Prong 2, notified via school's online career services program)	0

<b>RS Number</b>	<b>RS Information (Source, Address and Phone Number)</b>	<b>RS Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviews Referred by RS over 12-month period</b>
46	Seton Hall University The Career Center Bayley Hall, Room 209 400 S. Orange Ave. South Orange, NJ 07079 973-761-9355	No	0
47	Stockton University Career Education & Development Campus Center, Suite 104 101 Vera King Farris Dr. Galloway, NJ 08205 609-652-4650	Yes (Prong 2; notified via email from station unit and school's online career services platform)	0
48	Union County College - Elizabeth Campus Career Services 40 West Jersey St. Elizabeth, NJ 07202 908-709-7000	Yes (Prong 2; notified via email from station unit)	0
49	Urban League for Bergen County 12 Tenafly Rd. Suite 104 Englewood, NJ 07631 201-568-4988	Yes (Prong 2; notified via email from station unit)	0
50	William Paterson College The Career Development Center Student Center 301 300 Pompton Rd. Wayne, NJ 07470 973-720-3291	Yes (Prong 2, notified via school's online career services program)	0
51	Rowan University's Spring 2021 Virtual Career and Graduate School Fair Thursday, February 18, 2021 Rowan University 201 Mullica Hill Rd. Glassboro, NJ 08028 856-256-4456	No	0
52	The College of New Jersey 2021 Spring Career and Internship Fair Wednesday, February 24, 2021 The College of New Jersey 200 Pennington Rd. Ewing, NJ 08628 609-771-2161	No	0



<b>RS Number</b>	<b>RS Information (Source, Address and Phone Number)</b>	<b>RS Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviews Referred by RS over 12-month period</b>
53	Ramapo College of New Jersey 2021 Virtual Career and Internship Fair Wednesday, March 3, 2021 505 Ramapo Valley Rd. Mahwah, NJ 07430 201-684-7444	No	0
54	Seton Hall University's Spring 2021 Virtual Career Fair Tuesday, March 23, 2021 400 S. Orange Ave. South Orange, NJ 07079 973-761-9355	No	0
55	Rider University Spring 2021 General Career Fair Thursday, March 25, 2021 2083 Lawrenceville Rd. Lawrenceville, NJ 08648 609-896-5000	No	0
56	Bloomfield College/Caldwell University/Felician University Spring 2021 Virtual Career, Internship and Volunteer Fair Thursday, March 25, 2021 *Bloomfield College 12 Austin Pl. Bloomfield, NJ 07003 973-748-9000 *Caldwell University 120 Bloomfield Ave. Caldwell, NJ 07006 973-618-3500 *Felician University One Felician Way Rutherford, NJ 07070 201-559-3620	No	0
57	Fairleigh Dickinson University's Spring 2021 Virtual Communications, Media, and the Arts Networking and Recruitment Event Thursday, April 8, 2021 285 Madison Ave. Madison, NJ 07940 973-443-8945	No	0

<b>RS Number</b>	<b>RS Information (Source, Address and Phone Number)</b>	<b>RS Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviews Referred by RS over 12-month period</b>
58	Seton Hall University's Fall 2021 Virtual Career Fair Wednesday, September 29, 2021 400 S. Orange Ave. South Orange, NJ 07079 973-761-9355	No	0
59	Rider University Fall 2021 Virtual General Career Fair Thursday, September 30, 2021 2083 Lawrenceville Rd. Lawrenceville, NJ 08648 609-896-5000	No	0
60	Ramapo College of New Jersey Fall 2021 Virtual Career and Internship Fair Wednesday, October 6, 2021 505 Ramapo Valley Rd. Mahwah, NJ 07430 201-684-7444	No	0
61	Stockton University Fall 2021 Virtual Hiring Career Fair Thursday, October 21, 2021 101 Vera King Farris Dr. Galloway, NJ 08205 609-652-4650	No	0
62	Employee Referral WKXW(FM) NJ101.5/WPST(FM) 94.5/WCHR(AM) 1040/WNJE(AM) 940 109 Walters Ave. Trenton, NJ 08638 609-359-5300	No	7
63	Industry Referral	No	0
64	Internal Posting <sup>3</sup> WKXW(FM) NJ101.5/WPST(FM) 94.5/WCHR(AM) 1040/WNJE(AM) 940 109 Walters Ave. Trenton, NJ 08638 609-359-5300	No	0
65	Townsquare Media Corporate Recruiters/Direct Sourcing Corporate Recruiters 200 South Tyron St. Suite 400 Charlotte, NC 28202 704-207-1348	No	16

<sup>3</sup> Internal Posting: This refers to someone seeing the internal posting and responding themselves.

<b>RS Number</b>	<b>RS Information (Source, Address and Phone Number)</b>	<b>RS Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviews Referred by RS over 12-month period</b>
66	Unsolicited Applications <sup>4</sup>	No	0
<b>Total Number of Interviews over 12-month period: 34</b>			

**Note About Prong 2 Requests:**

Not all of the Prong 2 requests listed in this report were notified of all of the station unit's full-time job vacancies due to the fact that in some cases they requested to be part of the station unit's notification list after the job vacancies were notified and/or filled. Once Prong 2 requests are made, information for all vacancies moving forward is distributed:

\*Raritan Vally Community College: asked to be notified on 8/23/21

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<sup>4</sup> Unsolicited Applications: This refers to a candidate not indicating the recruitment source or indicating a recruitment source the station unit did not use to fill the vacancy.

### Section 3. Recruitment Initiatives

<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
<p>Rowan University’s Spring 2021 Virtual Career and Graduate School Fair (participation in events or programs sponsored by educational institutions)</p>	<p>Rowan University’s Spring 2021 Virtual Career and Graduate School Fair was held remotely on Thursday, February 18, 2021 from 10 a.m. to 2 p.m. The event allowed students to connect with a hiring authority from WKXW(FM) NJ101.5/WPST(FM) 94.5/WCHR(AM) 1040/WNJE(AM) 940 via Zoom for 15-minute 1:1 sessions to discuss full-time career and internship opportunities available at the station unit. Resumes were sent via email and considered for future job openings and internships, including from students that were not able to attend the 1:1 sessions. The hiring authority attended all four hours of the event. At the time of the event, the station unit was recruiting for the following full-time job vacancies: General Sales Manager, Account Executive, and Assistant Digital Editor/Reporter (vacancy not filled in 2021).</p>
<p>The College of New Jersey 2021 Spring Career and Internship Fair (participation in events or programs sponsored by educational institutions)</p>	<p>The College of New Jersey 2021 Spring Career and Internship Fair was held virtually on Wednesday, February 24, 2021 from 10 a.m. to 1 p.m. via Handshake, the college’s career services platform for students and employers. A WKXW(FM) NJ101.5/WPST(FM) 94.5/WCHR(AM) 1040/WNJE(AM) 940 hiring authority connected with students on Handshake’s video chat platform for 10-minute 1:1 sessions. During these sessions, the hiring authority answered questions about the station unit’s internship program and full-time career opportunities. Resumes were sent via email and considered for future job openings and internships, including from students that were not able to attend the 1:1 sessions. The hiring authority attended all three hours of the event. At the time of the event, the station unit was recruiting for the following full-time job vacancies: General Sales Manager, Account Executive, and Assistant Digital Editor/Reporter (vacancy not filled in 2021).</p>
<p>Ramapo College of New Jersey 2021 Virtual</p>	<p>Due to the ongoing coronavirus pandemic, the</p>

<p>Career and Internship Fair (participation in events or programs sponsored by educational institutions)</p>	<p>Ramapo College of New Jersey 2021 Virtual Career and Internship Fair was held remotely on Wednesday, March 3, 2021 from 1 p.m. to 4 p.m. The event was held via Handshake, the college's career services platform for students and employers. A hiring authority from WKXW(FM) NJ101.5/WPST(FM) 94.5/WCHR(AM) 1040/WNJE(AM) 940 connected with students through 10-minute 1:1 and 30-minute group sessions. During these sessions, the hiring authority discussed with students the full-time job vacancies available at the station unit, as well as the station unit's internship program. Resumes were sent via email and considered for future job openings and internships, including from students that were not able to attend the 1:1 or group sessions. The hiring authority attended all three hours of the event. During the event, the station unit was recruiting for the following full-time job vacancies: General Sales Manager, Account Executive, and Assistant Digital Editor/Reporter (vacancy not filled in 2021).</p>
<p>Seton Hall University's Spring 2021 Virtual Career Fair (participation in events or programs sponsored by educational institutions)</p>	<p>Seton Hall University's Spring 2021 Virtual Career Fair was held remotely for three hours on Tuesday, March 23, 2021. The event, which ran from 1 p.m. to 4 p.m. gave students and alumni the opportunity to connect with a hiring authority from WKXW(FM) NJ101.5/WPST(FM) 94.5/WCHR(AM) 1040/WNJE(AM) 940 via Zoom, a video conferencing platform, for 15-minute 1:1 sessions to discuss full-time career and internship opportunities available at the station unit. Resumes were sent via email and considered for future job openings and internships, including from students that were not able to attend the 1:1 sessions. The hiring authority attended all three hours of the event. At the time of the event, the station unit was recruiting for the following full-time job vacancies: General Sales Manager, Account Executive, and Assistant Digital Editor/Reporter (vacancy not filled in 2021).</p>
<p>Rider University Spring 2021 General Career</p>	<p>The Rider University Spring 2021 General</p>

<p>Fair (participation in events or programs sponsored by educational institutions)</p>	<p>Career Fair marked the station unit's fifth event of its type during the 1<sup>st</sup> quarter. The career fair was held remotely via Handshake, the university's career services platform for students and employers, on Thursday, March 25, 2021 from 11 a.m. to 2 p.m. Students connected with a hiring authority from WKXW(FM) NJ101.5/WPST(FM) 94.5/WCHR(AM) 1040/WNJE(AM) 940 for 10-minute 1:1 sessions to discuss full-time career opportunities and internships available at the station unit. Resumes were sent via email and considered for future job openings and internships, including from students that were not able to attend the 1:1 sessions. The hiring authority attended all three hours of the event. During the event, the station unit was recruiting for the following full-time job vacancies: General Sales Manager, Account Executive, and Assistant Digital Editor/Reporter (vacancy not filled in 2021).</p>
<p>Bloomfield College/Caldwell University/Felician University Spring 2021 Virtual Career, Internship and Volunteer Fair (participation in events or programs sponsored by educational institutions)</p>	<p>Held virtually on Thursday, March 25, 2021, the final career fair in the 1<sup>st</sup> quarter attended by the station unit was one sponsored by three New Jersey higher-educational institutions – Bloomfield College, Caldwell University and Felician University. Together, they joined hands to sponsor their Spring 2021 Virtual Career, Internship and Volunteer Fair. The event ran from 1 p.m. to 4 p.m. and was held virtually via Handshake, the schools' career services platform for students and employers. This event was unique in that students from all three higher-education institutions were permitted to virtually attend the event. A hiring authority from WKXW(FM) NJ101.5/WPST(FM) 94.5/WCHR(AM) 1040/WNJE(AM) 940 connected with students through 10-minute 1:1 sessions to discuss full-time job vacancies available at the station unit, as well as the station unit's internship program. Resumes were sent via email and considered for future job openings and internships, including from students that were not able to attend the 1:1 sessions. The</p>

	<p>hiring authority attended all three hours of the event. At the time of the event, the station unit was recruiting for the following full-time job vacancies: General Sales Manager, Account Executive, and Assistant Digital Editor/Reporter (vacancy not filled in 2021).</p>
<p>Fairleigh Dickinson University's Spring 2021 Virtual Communications, Media, and the Arts Networking and Recruitment Event (participation in job fair by personnel with responsibility for hiring decisions)</p>	<p>Fairleigh Dickinson University's Spring 2021 Virtual Communications, Media, and the Arts Networking and Recruitment Event was held remotely on Thursday, April 8, 2021 from 3 p.m. to 6 p.m. A hiring authority from WKXW(FM) NJ101.5/WPST(FM) 94.5/WCHR(AM) 1040/WNJE(AM) 940 attended the entire event via the university's career services platform called Handshake, which allowed employers and students to connect via video and chat. The hiring manager participated in 10-minute 1:1 sessions with students interested in learning more about the station unit's full-time career and internship opportunities. Resumes were sent via email and considered for future job openings and internships, including from students that were not able to attend the 1:1 sessions. During the event, the station was recruiting for the following full-time job vacancies: General Sales Manager, Account Executive, and Assistant Digital Editor/Reporter (vacancy not filled in 2021).</p>
<p>Seton Hall University's Fall 2021 Virtual Career Fair (participation in job fair by personnel with responsibility for hiring decisions)</p>	<p>Similar to the university's career fair in the spring, Seton Hall University's Fall 2021 Virtual Career Fair was held remotely on Wednesday, September 29, 2021 from 10 a.m. to 4 p.m. The event allowed students to connect with a hiring authority from WKXW(FM) NJ101.5/WPST(FM) 94.5/WCHR(AM) 1040/WNJE(AM) 940 via Handshake, the university's career services platform for students and employers, for 10-minute 1:1 and 30-minute group sessions to discuss full-time career and internship opportunities available at the station unit. Resumes were sent via email and considered</p>

	<p>for future job openings and internships, including from students that were not able to attend the 1:1 and group sessions. The hiring authority attended four hours of the six-hour event from 10 a.m. to 12 p.m. and from 2 p.m. to 4 p.m. At the time of the event, the station unit was recruiting for the following full-time job vacancies: Account Executive, Digital Sales Lead, and Enterprise Reporter (vacancy not filled in 2021).</p>
<p>Rider University Fall 2021 Virtual General Career Fair (participation in job fair by personnel with responsibility for hiring decisions)</p>	<p>The Rider University Fall 2021 Virtual General Career Fair was held on Thursday, September 30, 2021 from 11 a.m. to 2 p.m. via the university’s career services platform called Handshake. Students connected with a hiring authority from WKXW(FM) NJ101.5/WPST(FM) 94.5/WCHR(AM) 1040/WNJE(AM) 940 for 10-minute 1:1 and 30-minute sessions to discuss full-time career opportunities and internships available at the station unit. Resumes were sent via email and considered for future job openings and internships, including from students that were not able to attend the 1:1 and group sessions. The hiring authority attended all three hours of the event. At the time of the event, the station unit was recruiting for the following full-time job vacancies: Account Executive, Digital Sales Lead, and Enterprise Reporter (vacancy not filled in 2021).</p>
<p>Ramapo College of New Jersey Fall 2021 Virtual Career and Internship Fair (participation in job fair by personnel with responsibility for hiring decisions)</p>	<p>On Wednesday, October 6, 2021, the Ramapo College of New Jersey Fall 2021 Virtual Career and Internship Fair was held from 11:30 a.m. to 2:30 p.m. The event was held via Handshake, the college’s career services platform for students and employers. A hiring authority from WKXW(FM) NJ101.5/WPST(FM) 94.5/WCHR(AM) 1040/WNJE(AM) 940 connected with students through 10-minute 1:1 and 30-minute group sessions. During those sessions, the hiring authority discussed with students the full-time job vacancies available at the station unit, as well as the station unit’s internship program. Resumes</p>



	<p>were sent via email and considered for future job openings and internships, including from students that were not able to attend the 1:1 or group sessions. The hiring authority attended all three hours of the event. At the time of the event, the station unit was recruiting for the following full-time job openings: Account Executive, Digital Sales Lead, and Enterprise Reporter (vacancy not filled in 2021).</p>
<p>Stockton University Fall 2021 Virtual Hiring Career Fair (participation in job fair by personnel with responsibility for hiring decisions)</p>	<p>The Stockton University Fall 2021 Virtual Hiring Career Fair marked the station unit's final career fair event of the year. The career fair was held remotely via Handshake, the university's career services platform for students and employers, on Thursday, October 21, 2021 from 11:30 a.m. to 1:30 p.m. Students connected with a hiring authority from WKXW(FM) NJ101.5/WPST(FM) 94.5/WCHR(AM) 1040/WNJE(AM) 940 for 10-minute 1:1 and 30-minute group sessions to discuss full-time career opportunities and internships available at the station unit. Resumes were sent via email and considered for future job openings and internships, including from students that were not able to attend the 1:1 or group sessions. The hiring authority attended the entire two-hour event. At the time of the event, the station unit was recruiting for the following full-time job vacancies: Account Executive, Digital Sales Lead, and Enterprise Reporter (vacancy not filled in 2021).</p>

<p>Internship Program (establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment)</p>	<p>We have established an ongoing internship program in our Promotions and Marketing, On-Air News, and Digital News Departments. We actively advertise our internship program through ads on the station unit’s websites and/or on-air programs, as well as ads placed with some of the station unit’s college and university partners.</p> <p>We also recruit students interested in a career in radio broadcasting by attending career and internship fairs held at New Jersey colleges and universities throughout the year. In 2021, a hiring authority from the station unit attended 11 career and internship fairs. All of them were held virtually due to the ongoing coronavirus pandemic.</p> <p>Internship participants receive college credit while learning aspects of radio promotions, radio marketing, broadcast news, radio sales, and digital news and programming content. All students get extensive training and hands-on experience.</p> <p>In 2021, the station unit had a total of 12 interns from the following colleges and universities: Auburn University, Marist College, Mercy College, New York University, Rowan University, Rutgers University, Syracuse University, and The College of New Jersey.</p> <p>Due to the ongoing coronavirus pandemic, the station unit implemented an internship program that involved both in-person and virtual learning opportunities.</p>
<p>“The Erik Van Ness 2020 Scholarship Award” Scholarship Program (participation in scholarship program designed to assist students interested in pursuing a career in broadcasting)</p>	<p>WKXW(FM) NJ101.5 and WPST(FM) 94.5, sponsored the “The Erik Van Ness 2021 Scholarship Award” in Recognition of Outstanding Creativity. In 2002, Erik Van Ness lost his lifelong battle with cystic fibrosis. In Erik’s memory, WKXW(FM) NJ101.5 and WPST(FM) 94.5 sponsors the annual memorial scholarship in the hope of</p>

	<p>fostering the kind of creativity and passion he inspired in us.</p> <p>The yearly scholarship is in the amount of \$1,000. It is awarded to a New Jersey resident enrolled in an accredited college or university. Eligible students must major in communications, radio and television broadcasting or audio production, or related courses. Related courses include broadcast and digital journalism and film/video production.</p> <p>WKXW(FM) NJ 101.5 and WPST(FM) 94.5 advertised and solicited applicants for the scholarship through four months of on-air ads on WKXW(FM) NJ101.5 and WPST(FM) 94.5, as well as the stations' respective websites, nj1015.com and wpst.com. Scholarship candidates were also solicited by mailing application materials to New Jersey and Pennsylvania community colleges and four-year colleges and universities, as well as through emails to professors teaching in the areas of interest that pertain to the scholarship requirements.</p> <p>The stations' Director of Content, along with WKXW(FM) NJ 101.5's News Director, reviewed the submitted applications and selected the winner.</p>
<p>EEO Management Training Session (provision of training to management)</p>	<p>A training session reviewing the station unit's EEO practices was held via Microsoft Teams on Wednesday, October 27, 2021 for the station unit's hiring authorities in all departments. Station personnel reviewed the station unit's best practices and policies for following EEO requirements and discussed the station unit's current recruitment efforts as it pertains to filling vacancies. Hiring authorities also made suggestions for additions to the station unit's current recruitment notification list. A guide to the station unit's EEO recruitment and hiring practices was distributed via email to all hiring authorities at the conclusion of the</p>

	training session.
Station Tour and/or Networking Events (participation in events or programs sponsored by educational institutions)	<p>In 2021, WKXW(FM) NJ101.5 and WPST(FM) 94.5 personnel engaged in eight Station Tour and/or Networking Events.</p> <p>Events one through five are designed to give college students majoring in communications, radio and television broadcasting, journalism, film/video production, and related courses an opportunity to discuss with station personnel what steps to take to secure an internship or job in the radio broadcasting industry.</p> <p>Events six through eight are designed to help New Jersey high school students identify the types of careers available in the radio broadcasting industry, including advice on how to obtain those jobs.</p> <p><u>Event 1:</u> A WKXW(FM) NJ101.5 weekend on-air personality participated in a professional chat series with freshmen students enrolled at Rider University in Lawrenceville, New Jersey on Tuesday, February 16, 2021. The chat series was for an Introduction to Podcasting class at the university. During the 45-minute discussion, the on-air personality talked about the history of podcasting and how he was able to parlay his experience with podcasting into a career as an on-air broadcaster. After the chat series concluded, students were encouraged to ask the on-air personality career-related questions about radio broadcasting, such as the steps to take in college in order to achieve a career in the field.</p> <p><u>Event 2:</u> A host with WPST(FM) 94.5's "Chris &amp; the Crew" morning radio show program participated in a 30-minute virtual roundtable via Zoom for Mercer County Community College's Applied Radio Programming &amp; Production class on Friday,</p>

April 2, 2021. During the 30-minute conversation, students asked the morning show host questions about her career experiences, her process for preparing for each show, and the impact the coronavirus pandemic has had on the radio industry. Students were encouraged to come prepared with questions for the morning show host.

Event 3: During a 45-minute discussion via Zoom, a WKXW(FM) NJ101.5 on-air news anchor and reporter spoke before a Freshman Orientation class at The College of New Jersey in Ewing, New Jersey on Wednesday, September 29, 2021. The employee spoke to approximately 20 students about some of the challenges and rewards he faced while pursuing a career in radio broadcasting.

Event 4: An “Announcing for Media” class at Mercer County Community College in West Windsor, New Jersey visited the studios of WKXW(FM) NJ101.5 and WPST(FM) 94.5 on Monday, October 25, 2021 from 1:30 p.m. to 2:30 p.m. Three students and one faculty member took a tour of the stations’ facilities, observed the “Dennis & Judi” program and a live on-air newscast on WKXW(FM) NJ 101.5. Additionally, students participated in a discussion with personnel about their respective roles at the station unit, career and internship opportunities, and tips for achieving a successful broadcast career. In total, students spoke with six different employees at the station unit.

Event 5: On Wednesday, December 8, 2021, a WKXW(FM) NJ101.5 on-air news anchor and reporter was a guest speaker on a podcast series on WSOU 89.5, Seton Hall University’s college-run radio station. The podcast features WSOU and Seton Hall University alumni. Interviewed for 20-minutes, the WKXW(FM) NJ101.5 discussed her experience at WSOU and how it helped

her prepare for a career in radio broadcasting, her career experiences, and advice for students looking to obtain a career in the radio industry.

Event 6: A WKXW(FM) NJ101.5 multimedia producer for the “Dennis & Judi” program participated in a guest speaker series at Freehold Township High School in Freehold, New Jersey on Friday, March 19, 2021. The 45-minute discussion was before approximately 20 student participants in grades nine through 12<sup>th</sup> enrolled in drama classes at the high school. The multimedia producer discussed her day-to-day duties at the station, how the talk show topics are determined, her overall career experiences, and advice for students looking to pursue a career in radio broadcasting.

Event 7: WKXW(FM) NJ101.5’s chief meteorologist participated in and served as an invited panelist at the 7<sup>th</sup> annual New Jersey High School Film Challenge Workshops on Friday, May 14, 2021. Normally held in-person, this event moved to a virtual platform for all students and speakers via Google Meet due to the ongoing coronavirus pandemic. The day-long event, sponsored by the Jackson Digital Media Academy and Jackson Liberty High School in Jackson, New Jersey, brought together students from approximately 12 high schools from around New Jersey. As an invited guest speaker, the meteorologist’s 60-minute presentation, “Classroom to Career: 7 Steps to a Great Career in Media,” focused on a series of professional development and job searching tips based on his own career experience. At the conclusion of the presentation, a Q&A was held with students where some asked about preparing for a career in broadcast media.

Event 8: On Wednesday, December 1, 2021, a WKXW(FM) NJ 101.5 on-air news reporter gave a 60-minute presentation before ninth-

	<p>through 12<sup>th</sup> grade students enrolled in the New Egypt High School Warrior TV/Communications Academy, a four-year program at New Egypt High School in New Egypt, New Jersey. The presentation focused on a variety of career-related topics, including the type of classes to take in college in preparation for a career in radio broadcasting, the importance of internships, and how students can develop their skill sets outside of the classroom.</p>
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