

Townsquare Media of Albany, Inc.
WGNA-FM, WQBK-FM, WQSH(FM), WPBZ-FM, WTMM-FM
Equal Employment Opportunity Public File Report
February 1, 2020 through January 31, 2021

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
Director of Sales	1,2,3,4	3
Brand Manager, WQBK	1,2,3,4,5,6	3
Account Executive	7	7

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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 Job Page	N	3
2	Townsquare Media Local Albany Radio Station Websites (WGNA-FM, WQBK-FM, WQSH, WPBZ-FM, WTMM-FM)	N	0
3	Word-of-Mouth Referral/Direct Contact	N	9
4	Indeed.com (via Greenhouse)	N	0
5	LinkedIn.com (via Greenhouse)	N	0
6	Diversity Jobs	N	0
7	Former Employee	N	1
TOTAL INTERVIEWEES DURING 12-MONTH PERIOD			13

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III. OUTREACH INITIATIVES

No.	Type of Outreach Initiative (e.g., internship, job fair, etc.)	Brief Description of Activity
1	Internship Program	Townsquare Media of Albany maintains an internship program with the New School Center for Media, SUNY Oneonta, SUNY Albany, SUNY Plattsburgh, SUNY Adirondack, Marist College, Massachusetts College for the Liberal Arts, Dean College, Boston University, and Northwestern University. During the reporting period Townsquare Media of Albany sponsored interns from the New School Center for Media (1), Marist College (1), Boston University (1), Massachusetts College for the Liberal Arts (1), and Dean College (1).
2	Participation in events/programs relating to career opportunities in broadcasting sponsored by educational institutions	Studio and office tours were given to students and counselors of the St. Anne Institute on 3/2/20. Tours included a meet and greet with on-air talent and production personnel where broadcast opportunities & specific job duties were discussed along with operational and procedural topics. Equipment demonstrations were also given.
3	Participation in events/programs relating to career opportunities in broadcasting sponsored by educational institutions	Local host of WTMM ESPN Radio mentors a local Shaker High School student who has an interest in pursuing broadcasting. He frequently holds Zoom meetings with the student and speaks of his experiences, and of the requirements of his job. The student has also participated in show prep and various other activities associated with the show.
4	Participation in other activities designed to widely disseminate information about employment opportunities in broadcasting	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.
5	Training Program	Townsquare Media of Albany's Market President, Operations Director, and Brand Managers provide on-going training to help employees to qualify for promotion within the organization. The Operations Director holds weekly meetings with on-air staff to aid them in achieving a higher levels of broadcast

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		experience. Subjects covered include their on-air personality and improved methods to reach and engage their audience. Additionally, the Digital Managing Editor meets with the on-air staff to fine tune their writing skills for online content.