

**WMME (FM), WEBB (FM), WJZN (AM), WTVL (AM)
TOWNSQUARE MEDIA, LLC AUGUSTA/WATERVILLE LICENSE
EEO PUBLIC FILE REPORT
December 1, 2019 – November 30, 2020
(AMENDED JUNE 1, 2022)**

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
On Air Announcer	3-6, 14, 19, 24	24

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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 Reporting Period
1	Department of Employment Security 105 Elm Street Portland, ME 04101	N	0
2	American Business Women’s Assoc. PO Box 9715-171 Portland, ME 04101	N	0
3	TSM Careers Page (via Greenhouse)	N	0
4	CareerBuilder (via Greenhouse)	N	0
5	Indeed.com (via Greenhouse)	N	0
6	Glassdoor (via Greenhouse)	N	0
7	Business & Professional Women of Portland, Inc 52 Johnson Road Gorham, ME 04038	N	0
8	Maine Commission on Women State House Station 93 Augusta, ME 04333	N	0
9	Maine Media Woman 118 Johnson Road Portland, ME 04102	N	0
10	The Bridge Minority News Network PO Box 11064 Portland, ME 04102	N	0
11	LinkedIn	N	0
12	University of Southern Maine 7 College Avenue Gorham, ME 04038	N	0
13	Andover College 901 Washington Avenue Portland, ME 04103	N	0
14	AllAccess.com	N	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	NAACP 314 South Brunswick Street Old Town, ME 04468	N	0
16	Saint Joseph's College Career Services Director Windham, ME 04062	N	0
17	Westbrook College 716 Stevens Avenue Portland, ME 04103	N	0
18	NE School of Communications www.nescom.edu	N	0
19	Station Websites and Radio Ads	N	0
20	Employee Referrals	N	0
21	Market Outreach	N	0
22	Capital Area Staffing Solutions 2386 North Belfast Avenue Augusta, ME 04330	N	0
23	Maine Career Center 21 Enterprise Drive #2 Augusta, ME 04330	N	0
24	Townsquare Job Fair	N	24
TOTAL INTERVIEWEES OVER REPORTING PERIOD			26

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Hosted Job Fair – Held 12/18/19	We held a station Job Fair & invited people to apply and have immediate onsite interviews- We interviewed 24 people on the spot. Attended by Market President.
2	Training Programs	<p>The “Grow Your Talent: Series was created to help each employee build their skill sets to grow their career in broadcasting. Each module was created in skill areas that are essential to broadcasters. For example, the Director of Content attended a Production Skills series on 8/19/2020 and 8/26/2020. Other session topics included:</p> <ul style="list-style-type: none"> Radio Promotions Wide Orbit G-Selector Perfect On Air Clocks The Zen of Zetta Coaching for Coaches Radio Finance for Programmers Promotion Best Practices: Multi-Platform DStillery Accountability Best Practices Creating a Vision for your Team Leading Through Transition and Changes Spot Writing Multi-track Production Techniques Studio computer skills
3	Participate in job fair	Hiring Manager, Regional Director of Strategic Partnerships, participated in Jobs in Maine Virtual Career Fair on November 12, 2020.