

Townsquare Media of Albany, Inc.
WGNA-FM, WQBK-FM, WQSH(FM), WPBZ-FM, WTMM-FM
Equal Employment Opportunity Public File Report
February 1, 2021 through January 31, 2022
Amended May 5, 2022

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 |
|------------------------------------|---|-----------------------------------|
| Sales Manager | 1,3,4 | 4 |
| Brand Manager, WTMM | 1,3,4,6 | 4 |
| Account Executive | 1,3,4 | 3 |
| Digital Managing Editor | 1,3,4 | 5 |
| Account Manager | 1,3,4 | 1 |
| Digital/Radio Content Creator WQBK | 1,3,4 | 2 |
| On-Air Host/Producer | 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 | 8 |
| 2 | Word-of-Mouth Referral/Direct Contact | N | 10 |
| 3 | Indeed.com (via Greenhouse) | N | 6 |
| 4 | LinkedIn.com (via Greenhouse) | N | 4 |
| 5 | Former Employee | N | 1 |
| 6 | University of New Haven | N | 1 |
| 7 | Direct Contact/Existing Part-Time Employee | N | 1 |
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| TOTAL INTERVIEWEES DURING 12-MONTH PERIOD | | | 31 |
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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 New School of Radio and Television, Columbia High School, SUNY Albany, Siena College, and Boston University. The Intern program is administered by our Director of Content and Brand Managers. During the Spring of 2021 (Feb thru May) and Fall of 2021 (Sept thru Nov), Townsquare Media of Albany sponsored interns from, Columbia High School (1), SUNY Albany (4), Siena College (1), Boston University (1). The interns work directly with our On-Air Talent performing in various capacities that would allow them to gain a working knowledge of performing a live show, production, social media content, developing news stories, and a general workflow of the facility. |
| 2 | Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting | Market President is on the board of directors with the Syracuse University WJPZ Alumni Association and participated as a panelist on the Syracuse University educational conference on April 17, 2021. The event was held by the Syracuse University Newhouse School of Public Communications and was attended by students who are engaged in the on-campus radio station, WJPZ-FM. The conference is designed to educate students on evaluating and creating engaging on-air content, seeking employment and strategies related to entrepreneurship in broadcasting. |
| 3 | 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. Meetings are held on the 2 nd Tuesday of each month from Jan to June and Oct to Dec. 2021 |
| 4 | Training program designed to enable station personnel to acquire skills that could qualify them for higher level | Townsquare Media of Albany's Market President, Operations Director, and Brand Managers provide on-going training throughout the year in 2021 to help employees to qualify for promotion within the |

| No. | Type of Outreach Initiative (e.g., internship, job fair, etc.) | Brief Description of Activity |
|-----|--|--|
| | positions | organization. The Operations Director holds weekly meetings with on-air staff to aid them in achieving higher levels of broadcast 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. |
| 5 | Training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination | The Director of Content and Business Manager participated in this webinar for training on FCC EEO obligations on Jan 5, 2022. |
| 6 | Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions | Our company has instituted a formal “Townsquare University” training program that is required of all newly hired Account Executives. This is an extensive and robust training program covering topics such as multi-media advertising, sales training, solution-based selling, and much more. Participants are required to participate in daily webinar classes, coupled with in-field training assignments and must have a passing grade to graduate. Training for new hires took place in Sept 2021. |
| 7 | Training program to designed to enable station personnel to acquire skills that could qualify them for higher level positions | Our entire team of Account Executives participated in the New York State Broadcasters Association Sales Training focused on sales objectives and leadership development and hosted by the Swagger Institute on Sept 17, 2021. |