

Townsquare Media of Albany Inc.
WGNA-FM, WQBK-FM, WQBJ, WQSH, WTMM
Equal Employment Opportunity Public File Report
February 1, 2016 through January 31, 2017

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 3 positions	5,6,12,13,14,17,19,20	Word of Mouth Corporate site
Sales Assitant 1	12,13,18,19	Corporate site
On Air Personality (3)	12,18	Word of Mouth

WGNA-FM, WQBK-FM, WQBJ, WQSH, WTMM
Equal Employment Opportunity Public File Report
February 1, 2016 through January 31, 2017

II. RECRUITMENT SOURCE LIST

No.	Recruitment Source (Name, address, contact person, telephone number)	Entitled to Vacancy Notification (Y/N)	No. Interviewees Referred During Reporting Period by Source
1	Ann Pope NY African American Institute SUNY Plaze Albany, NY 12206	N	0
2	Nilda Giraldo Placement Director Hispanic Outreach Services 801 Stanley Street Schenectady, NY 12307	N	0
3	Angie Young Director National Lesbian and Gay Journalists aeyoung@nlgja.org	N	0
4	Human Rights Commission County Judicial Building 612 State Street Schenectady, NY 12307	N	0
5	Placement Director Washington Irving Center 422 Mumford Street Schenectady, NY 12307	N	0
6	Mary Molgard College of St. Rose 432 Western Avenue Albany, NY 12203	N	3
7	Doug Sauer Council of Community Services 272 Broadway Albany, NY 12204	N	0
8	Anthony Beeks Arbor Hill Community Center 47 No. Lark Street Albany, NY 12210	N	0
9	Lois Johnson Director	N	0

	WERC 8 Wolfert Avenue Albany, NY 12204		
10	AWRT 8405 Greensboro Drive, Suite 800 McLean, VA 22102	N	0
11	Black Broadcasters Alliance 3474 William Penn Highway Pittsburgh, PA 15235	N	0
12	Townsquare Albany website	N	0
13	NYSBA 1805 Western Avenue Albany, NY 12203	N	2
14	Union College Becker Career Center Union Street Schenectady, NY 12308	N	0
15	Journalismjobs.com	N	0
16	Affirmative Action Office Placement Director City Hall Schenectady, NY 12305	N	0
17	Mark Schmiedeshoff Placement Director HVCC Placement Office 80 Vandenberg Avenue Troy, NY 12180	N	0
18	WWW.ALLACCESS.COM	N	0
19	Townsquare Media Website	N	20
20	On-air Announcements: all stations	N	10
21	Word-of-mouth Referral	N	4
TOTAL INTERVIEWEES DURING 12-MONTH PERIOD			41

WGNA-FM, WQBK-FM, WQBJ, WQSH, WTMM
Equal Employment Opportunity Public File Report
February 1, 2016 through January 31, 2017

III. OUTREACH INITIATIVES

No.	Type of Outreach Initiative (<i>e.g.</i> internship, job fair, etc.)	Brief Description of Activity
1	Job Fair	On March 12, 2016 Townsquare Albany participated in a job fair sponsored by Hudson Valley Community College. The stations' Program Director, Human Resources Director, and sales managers solicited resumes and talked with students about careers opportunities in the broadcast industry.
2	NYSBA Internships	Throughout 2015 we sponsored 2 interns through the NYSBA from SUNY Oneonta and SUNY Albany
3	Internship Program	Townsquare Albany maintains an internship program with the New School of Radio and Television, SUNY Oneonta, SUNY Albany, SUNY Plattsburgh, SUNY Adirondack. Eight interns were subsequently hired to fill part time positions. Additionally we work with the College of St Rose for interns within the programming realm and digital training.
4	Tours/Shadowing/Speaking Engagements	We provided a tour and Q/A session to patients at a number of Adult Mentally Challenged facilities as well as Boy Scouts and Girl Scouts.
5	Activity designed to widely disseminate information about employment opportunities in broadcasting	Townsquare Albany meets regularly with Capital District community leaders to solicit input regarding minority hiring and programming. During these meetings, the Human Resources Director shares information about employment opportunities with Townsquare Albany.

6	Skills Training	TSM Albany's General Manager, Station Manger and program directors provide on-going training to allow employees to qualify for promotions within the stations. The Ops Manager has weekly meetings with all on air staff, to aid them in achieving a higher level of broadcasting experience. Subjects covered include their on air personality and better ways to reach their audience. Additionally the Digital Managing editor meets with the on air staff to fine tune their writing skills.
----------	------------------------	--