

Townsquare Media of Albany Inc.
WGNA-FM, WQBK-FM, WQBJ, WQSH, WTMM
Equal Employment Opportunity Public File Report
February 1, 2017 through January 31, 2018

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 | 5,6,12,13,14,17,19,20,21 | #21 -Word of Mouth |
| Sales | 5,6,12,13,14,17,19,20,21 | #21- Word of Mouth |
| Sales | 5,6,12,13,14,17,19,20,21 | #19 -Corporate Site |
| Sales | 5,6,12,13,14,17,19,20,21 | #19- Corporate Site |
| Sales- Regional | 5,6,12,13,14,17,19,20,21 | #19- Corporate Site |
| Digital Manager 1 | 12,13,18,19 | #19 -Corporate Site |
| On Air Personality | 12,18,21 | #21 -Word of Mouth |
| On Air Personality | 12,18,21 | #21- Word of Mouth |
| On Air Personality | 12,18,21 | #21- Word of Mouth |

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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 | NY African American Institute | N | 0 |
| 2 | Hispanic Outreach Services | N | 0 |
| 3 | National Lesbian and Gay Journalists | N | 0 |
| 4 | Human Rights Commission | N | 0 |
| 5 | Washington Irving Center | N | 0 |
| 6 | College of St. Rose | N | 1 |
| 7 | Council of Community Services | N | 0 |
| 8 | Arbor Hill Community Center | N | 0 |
| 9 | WERC | N | 0 |
| 10 | AWRT | N | 0 |
| 11 | SUNY@ Albany Internship Program | N | 5 |
| 12 | Townsquare Albany website | N | 0 |
| 13 | NYSBA | N | 0 |
| 14 | Union College Becker Career Center | N | 0 |
| 15 | Journalismjobs.com | N | 0 |
| 16 | Affirmative Action Office | N | 0 |
| 17 | Placement Director HVCC Placement Office | N | 0 |

| | | | |
|--|------------------------------------|---|-----------|
| | | | |
| 18 | WWW.ALLACCESS.COM | N | 0 |
| 19 | Townsquare Media Website | N | 5 |
| 20 | On-air Announcements: all stations | N | 0 |
| 21 | Word-of-mouth Referral | N | 8 |
| TOTAL INTERVIEWEES DURING 12-MONTH PERIOD | | | 19 |

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III. OUTREACH INITIATIVES

| No. | Type of Outreach Initiative (e.g. internship, job fair, etc.) | Brief Description of Activity |
|------------|---|---|
| 1 | Job Fair | On March 15,2017 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 2017 we sponsored 1 intern through the NYSBA from SUNY Oneonta |
| 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. |

| | | |
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| 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. |
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