

EEO PUBLIC FILE REPORT
Townsquare Media Tuscaloosa License, LLC
WTUG-FM – Northport, AL
WTSK-AM – Tuscaloosa, AL
WBEI-FM – Reform, AL
WFFN-FM – Coaling, AL
WDGM-FM – Greensboro, AL

December 1, 2014 – November 31, 2015

Mailing Address:

**142 Skyland Blvd., East
Tuscaloosa, AL 35405**

Contact Person/Title:

Cherry Pendley/Business Manager
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205-345-7200

Section 1. Vacancy List

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS that Referred the hiree
Account Executives	4, 6, 7, 8	4, 6, 8
Traffic Director	4	4
Business Manager	4	4
Sales Assistant	4	4

Section 2. Recruitment Source List

RS Number	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS over 12-month period
1	Alabama Broadcasters Association Lesia Rice 2180 Parkway Lake Drive Birmingham, AL 35244 205-983-5001	N	0

2	Alabama State Employment Service Sonny Stringer P.O. Box 1820 Tuscaloosa, AL 35403 205-758-7591 ext. 240	N	0
3	Shelton State Community College Mike Fields 9500 Old Greensboro Road Tuscaloosa, AL 35405 205-391-2461	N	0
4	Jobvite Exports to: Facebook, Indeed, LinkedIn, Oodle, Monster, CareerBuilder	N	21
5	AllAccess.com	N	0
6	Townsquare Media Employer Referral 142 Skyland Blvd. East Tuscaloosa, AL 35405 205-345-7200	N	0
7	Townsquare Media Station Websites	N	1
8	Townsquare Radio Ads	N	0
9	Word of Mouth	N	0
10	Stillman College Michael D. Andrews, Ph.D. 3601 Stillman Boulevard Tuscaloosa, AL 35401 205-366-8819	N	0
Total Number of Interviews over 12-month period: 22			

Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Career Fair, 4 March 2015, Shelton State Community College	Students and attendees were able to submit their resumes for consideration of internship openings.
Student Activity Fair, 10 September 2015, Shelton State Community College	Extracurricular and community activities fair for students where they were able to submit resumes.

7) Supplemental Recruitment Initiatives. List and briefly describe the Supplemental Initiatives undertaken during the period covered by this report.

(a) Initiative: Career Fairs

Employment unit participates in several area career and job fairs each year. Career fairs attended and a brief description of EU’s participation is below:

- **Career Fair, 4 March 2015, Shelton State Community College**

EU attended the Shelton State Community College’s annual Communications Career Fair on March 5, 2014. One (1) On-Air Personality and one (1) Live Events Manager represented EU at this career fair. During the fair, EU advertised all job and internship openings. Students and attendees were able to submit their resumes for consideration for said job and internship openings. EU also provided information about its company and stations to those who inquired.

- **“Get On Board Days,” Local Interest/Student Activity Fair, 10 September 2015, Shelton State Community College**

EU attended Shelton State’s annual “Get On Board Days,” an extracurricular and community activities fair for students. EU advertised openings in its internship program and allowed students to submit their resumes as potential candidates for said program as well as apply for part-time seasonal employment within EU’s Live Events Division. EU was represented at this event by its Promotions Director, News Director, and Live Events Manager.

(b) Initiative: Internship Program for College Students

This ongoing semester internship program has been in place in the Employment Unit (EU) for the past twelve (12) years. EU welcomes students from area universities and colleges who are interested in the broadcast industry and learning about said industry in a hands-on environment. Students must be enrolled in a program of study related to the broadcast industry or marketing, and their internship must be endorsed, supported, or closely monitored by the sponsoring schools. Students may be rewarded with course credit hours upon successful

completion of the semester-long program. Internship periods include the Spring, Summer, and Fall semesters of each year. During the period covered by this report, EU had fourteen (14) interns. Interns were supervised by the General Manager, Operations Director, Brand Managers, Promotions Director, Live Events Manager, and Digital Managing Editor. Interns and their respective roles with EU are detailed below.

Intern for Station WDGM

January 2015-June 2015

Intern was a Journalism Major at the University of Alabama. He served as an intern for EU for a portion of the Spring 2014 Semester. Duties included: production assistance with WDGM morning show team, screening phone calls, managing station's social media, and assisting with street team marketing.

Intern for Station WDGM

January 2015-May 2015

Intern was a Telecommunications & Film Major at Shelton State Community College. He served as an intern for EU for a portion of the Spring 2015 semester. Duties included: production assistance with WDGM morning show team, screening phone calls, managing station's social media, reporting on local high school sporting events, and assisting with street team marketing.

Intern for Station WDGM

January 2015-May 2015

Intern was a Telecommunications Major at the University of Alabama. He served as an intern for the Spring 2015 semester. Duties included: production assistance with WDGM morning show team, screening phone calls, managing station's social media, and assisting with street team marketing.

Intern for Stations WBEI, WDGM, WFFN, WTUG

September 2015-December 2015

Intern was a Telecommunications Major at the University of Alabama. She served as an intern for the Fall 2015 Semester. Duties included: street team marketing, event planning, event marketing, assisting the Promotions Director with execution of cluster promotions, and public relations assistance for EU's cluster of stations.

Intern for Stations WBEI, WFFN

January 2015-December 2015

Intern was a Communications Major at the University of Alabama. She served as an intern for the Spring, Summer, and Fall Semesters. Duties included: street team marketing, event planning, event marketing, assisting the Promotions Director with execution of cluster promotions, and public relations assistance for EU's cluster of stations.

Intern for Station WDGM

September 2015-December 2015

Intern was a Sports Journalism Major at the University of Alabama. He served as an intern for the Fall semester. Duties included: production assistance with WDGM morning show team, screening phone calls, managing station's social media, reporting on local high school sporting events, and assisting with street team marketing.

Intern for Station WDGM
June 2015-July 2015

Intern was a Telecommunications Major at the University of Alabama. He served as an intern for the Summer semester. Duties included: production assistance with WDGM morning show team, screening phone calls, managing station's social media, reporting on local high school sporting events, and assisting with street team marketing.

Intern for Station WDGM
January 2015-December 2015

Intern was a Telecommunications Major at the University of Alabama. He served as an intern for the Spring, Summer, and Fall semesters. Duties included: production assistance with WDGM morning show team, screening phone calls, managing station's social media, reporting on local high school sporting events, and assisting with street team marketing.

Intern for Station WDGM
January 2015-May 2015

Intern is a Telecommunications and Film Major at the University of Alabama. He served the EU as an intern for the Spring, Summer, and Fall semesters. Duties include: assisting WDGM staff with show and audio production, screening phone calls, managing station's social media, reporting on local high school sporting events, and assisting with street team marketing, event planning, event marketing, and public relations assistance.

Intern for Station WDGM
June 2015-December 2015

Intern is a Communications Major at the University of Alabama. He is serving the EU as an intern for the Fall 2015 semester. Duties include: assisting WDGM staff with show and audio production, screening phone calls, managing station's social media, reporting on local high school sporting events, and assisting with street team marketing, event planning, event marketing, and public relations assistance.

Intern for Station WDGM
September 2015-December 2015

Intern is a Telecommunications and Film Major at the University of Alabama. He is serving the EU as an intern for the Fall 2015 semester. Duties include: assisting WDGM staff with show and audio production, screening phone calls, managing station's social media, reporting on local high school sporting events, and assisting with street team marketing, event planning, event marketing, and public relations assistance.

Intern for Station WDGM
October 2015-December 2015

Intern is a Graduate Student at Southern New Hampshire University. She is serving the EU as an intern for the Fall 2015 semester. Duties include: assisting WDGM staff with show and audio production, screening phone calls, managing station's social media, reporting on local high school sporting events, and assisting with street team marketing, event planning, event marketing, and public relations assistance.

Intern for Stations WBEI, WFFN, WDGM, WTUG
September 2015-Present

Intern is a Communications Major at Stillman College. He is serving the EU as an intern for the Fall 2015 semester. Duties included: production assistance for WDGM show personnel, screening phone calls, managing station's social media, reporting on local high school sporting events, and assisting with street team marketing, event planning, event marketing, assisting the Promotions Director with execution of cluster promotions, and public relations assistance for EU's cluster of stations.