

**Townsquare Media New Bedford License, LLC  
 WFHN-FM, WBSM-AM  
 Equal Employment Opportunity Public File Report  
 December 01, 2014 through November 30, 2015**

**I. POSITIONS FILLED DRUING THE REPORTING PERIOD**

<b>Job Title</b>	<b>Sources Used to Fill Position (Numbers Correspond to the Recruitment Source List in Part II)</b>	<b>Number of Interviewees Referred by Each Source</b>	<b>Source Referring Hiree</b>
Account Executive	3,14,15, 20	3-3 Interviews 14-5 Interviews 15-6 Interview 20 – 3 interview	Networking Industry, Employee Referral, website, on-air ads
Morning Show On-Air Co- host	19	19--3Interviewees	Networking Industry
Digital Managing Editor	15,19	15 – 3 interviews 19-1 Interview	Networking Industry
Regional Business Manager	15,19	19-1 Interview	Networking Industry

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**II. RECRUITMENT SOURCE LIST**

No.	Recruitment Source (Name, address, contact person, email address)	Entitled to Vacancy Notification (Y/N)	No. Interviews Referred During Reporting Period by Source
1	Career Center Manager Mass. Commonwealth New Bedford Career Center 618 Acushnet Avenue New Bedford, MA 02740	N	0
2	Anne Borges Fall River Career Center 1767 North Main Street <a href="mailto:aborges@detma.org">aborges@detma.org</a>	N	0
3	Colleen Wetterland University of Massachusetts Dartmouth Career Resource Center 285 Old Westport Road North Dartmouth, MA 02747	N	3
4	Office of Career Services – John Williams University of Massachusetts Amherst Amherst, MA 01003 <a href="mailto:jgw@acad.umass.edu">jgw@acad.umass.edu</a>	N	0
5	Susan Raposo Bristol Community College Job Placement 777 Elsbree Street Fall River, MA 02720	N	0
6	Rick Potter Fisher College 777 Church Street New Bedford, MA 02740	N	0
7	Career Service Manager Bridgewater State College 131 Summer Street Bridgewater, MA 02324	N	0
8	Office of Career Services Massasoit Community College One Massasoit Boulevard Brockton, MA 02302	N	0
9	Admissions/Career Service Dept. Roger Williams University One Old Ferry Road Bristol, RI 02811	N	0

10	Office of Career Services Salem State College 352 Lafayette Street Salem, MA 01970	N	0
11	Office of Career Services Stonehill College Easton, MA 02357 <a href="mailto:hheerman@stonehill.edu">hheerman@stonehill.edu</a>	N	0
12	Office of Career Services University of Hartford School of Communications West Hartford, CT 06117	N	0
13	Office of Career Services Wheaton College Norton, MA 02766 <a href="mailto:filene@wheatonma.edu">filene@wheatonma.edu</a>	N	0
14	Mark Stachowski On Air Recruitment Advertisement 22 Scoticut Neck Rd. Fairhaven, MA 02719	N	5
15	WFHN/WBSM Website	N	9
16	Career Service Manager Associated Career Network 254 Rockdale Avenue New Bedford, MA 02740	N	0
17	Job Placement Officer NAACP 95 Cedar Street New Bedford,, MA 02745	N	0
18	Patricia Brum New Directions Southcoast 1213 Purchase Street New Bedford, MA 02740 <a href="http://www.newdirectionssouthcoast.org">www.newdirectionssouthcoast.org</a>	N	0
19	Industry Networking	N	5
20	Employee Referral	N	3
21	LinkedIn.com	N	0
22	SouthCoast Business Expo	N	0
23	All Access.com	N	0

**Total Number of Interviews over 12-month period: 25**

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**III. OUTREACH INITIATIVES**

<b>No.</b>	<b>Type of Outreach Initiative</b>	<b>Brief Description of Activity</b>
1	<b>Internship Program</b>	<p>The Station offers internships in all departments at its radio stations, including promotions, sales, production and programming. The internships continue at varying lengths throughout the calendar year. The interns come from a variety of sources, but most are referred to WFHN/WBSM through the New Bedford Chamber of Commerce, Bristol Community College and University of Massachusetts Dartmouth. Information about the internship program is posted on the stations' web sites and distributed through on-air announcements. Most interns are college students and receive college credit for the internships. The Program Director oversees the interns, evaluating their performance and ensuring that they receive the necessary training and education to excel in their position and gain experience in broadcasting. During the reporting period, the Employment Unit had five interns. Dates Include:</p> <ul style="list-style-type: none"> <li>1/06/15-3/28/15, three days weekly</li> <li>4/07/15-6/13/15, three days weekly</li> <li>3/03/15-6/13/15, five days weekly</li> <li>9/11/15-ongoing, three days weekly</li> <li>9/15/15-ongoing, five days weekly</li> </ul>
2	<b>Skills Training</b>	<p>Market Manager, Digital Sales Manager and station's WFHN/WBSM Account Executives participated in TI Training on Monday, July 13, 2015. The training consisted of three main topics:</p> <ul style="list-style-type: none"> <li>- Prospecting for Leads</li> <li>- Learn about the TSI product</li> <li>- Setting up appointments with potential clients</li> </ul>
3	<b>Job Fair Participation</b>	<p>Market Manager attended the Career Expo hosted by The Career Development Center, Wednesday, March 12, 2015 at University of Massachusetts in Dartmouth, MA. Market Manager had the opportunity to:</p> <ul style="list-style-type: none"> <li>- Meet with new and experienced broadcasters searching for a job at a Massachusetts radio station</li> <li>- Meet with prospective college students who may be considering broadcasting for a course of study or major</li> <li>- Meet with students looking for internship opportunities</li> </ul>
4	<b>Job Fair / Business Expo Participation</b>	<ul style="list-style-type: none"> <li>- Market Manager attended Southcoast Business Expo on October 14, 2015 in Westport, MA. The Market Manager discussed employment opportunities in the broadcast industry. The expo is full of businesses in the surrounding area showcasing their products as well as looking for potential employees</li> </ul>
5	<b>Job Bank</b>	<ul style="list-style-type: none"> <li>- Recruitment for Jobs, Account Executive (ongoing), Digital Managing Editor &amp; Co-Host on-air Morning Show &amp; Regional Business Manager positions posted on Craigslist.com, LinkedIn.com, Jobvite.com, Indeed.com and All Access.com</li> </ul>
6	<b>Activity designed to widely disseminate information about employment opportunities in broadcasting</b>	<p>Promotions Director gave a full tour of radio stations WFHN and WBSM facilities in New Bedford/Fairhaven, MA to Boy Scout Troop 27. The tour lasted about 35 minutes and approximately 30 Boy Scouts and parents attended on December 14, 2014.</p>
7	<b>Activity designed to widely disseminate</b>	<p>Promotions Director gave a full tour of radio stations WFHN and</p>

	<b>information about employment opportunities in broadcasting</b>	WBSM facilities in New Bedford/Fairhaven, MA to Girl Scout Troop 97. The tour lasted about 35 minutes and approximately 25 Girl Scouts and parents attended on February 18, 2015
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