

WMME (FM), WEBB (FM), WJZN (AM), WTVL (AM)
TOWNSQUARE MEDIA, LLC AUGUSTA/WATERVILLE LICENSE
EEO PUBLIC FILE REPORT
November 30, 2016 – November 30, 2017¹

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	4, 9, 20, 21, 22	20
Sales Assistant	4, 9, 20, 21, 22	21
On Air Personality	4, 12, 16, 18, 19,	12
On Air Personality	4, 12, 16, 18, 19,	
Board Operator	18, 19, 20, 21, 22	
Street Team	18, 19, 20, 21, 22	19

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1			
2	Department of Employment Security 105 Elm Street Portland, ME 04101	N	
3	American Business Women’s Assoc. PO Box 9715-171 Portland, ME 04101	N	
4	Corporate recruiter	Y	Referrals are listed on other lines (i.e. Indeed, Websites, etc)
5	Business & Professional Women of Portland, Inc 52 Johnson Road Gorham, ME 04038	N	
6	Maine Commission on Women State House Station 93 Augusta, ME 04333	N	
7	Maine Media Woman 118 Johnson Road Portland, ME 04102	N	
8	The Bridge Minority News Network PO Box 11064 Portland, ME 04102	N	
9	Linked IN	N	
10	University of Southern Maine 7 College Avenue Gorham, ME 04038	N	
11	Andover College 901 Washington Avenue Portland, ME 04103	N	
12	All Access.com	N	5
13	NAACP 314 South Brunswick Street Old Town, ME 04468	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Saint Joseph's College Career Services Director Windham, ME 04062	N	
15	Westbrook College 716 Stevens Avenue Portland, ME 04103	N	
16	NE School of Communications www.nescom.edu	N	
17	Station Web Sites and Radio ads	N	
18	Indeed.com	N	205
19	Employee Referrals	N	13
20	Market Outreach	N	5
21	Capital Area Staffing Solutions 2386 North Belfast Avenue Augusta, ME 04330	N	10
22	Maine Career Center 21 Enterprise Drive #2 Augusta, ME 04330	N	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			240

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Advertisements on our radio stations	Approximately 1,800 commercials regarding recruitment were aired during 2017 on our radio stations WMME (FM), WEBB (FM) and WJZN (AM). {53236 3/20-6/30/17}
2	Mid Maine Chamber of Commerce	Business Expo March 2017, applications excepted
3	Kennebec Valley Chamber of Commerce	Business Expo October 2017, applications excepted