

**EEO PUBLIC FILE REPORT**  
**Townsquare Media Portsmouth License, LLC**  
**WOKQ-FM, WPKQ-FM, WSHK-FM and WSAK-FM**  
**December 1, 2014-November 30, 2015**  
1

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Live Events Manager	5-82, 93	93
Digital Sales Manager	5-82, 92	92
Local Sales Manager	5-82, 94	94
Account Executive	1-82,	4

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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	WOKQ 97.5 FM – Townsquare Media Recruitment on-air announcements, PO Box 576 Dover New Hampshire 03821-0576 603-749-9750	N	0
3	WPKQ 103.7 FM – Townsquare Media Recruitment on-air announcements, PO Box 576 Dover New Hampshire 03821-0576 603-749-9750	N	0
4	WSHK 105.3 FM/WSAK 102.1 FM – Townsquare Media Recruitment on-air announcements, PO Box 576 Dover New Hampshire 03821-0576 603-749-9750	N	2
5	New Hampshire Association of Broadcasters (NHAB) Job Bank Website <a href="http://www.nhab.org/jobbank">www.nhab.org/jobbank</a> Jennifer Ramsell 707 Chestnut St. Manchester NH 03104 603-627-9600	N	0
6	WSHK 105.3 FM/WSAK 102.1 FM website ( <a href="http://www.shark1053.com">www.shark1053.com</a> )	N	0
7	WOKQ FM 97.5 website ( <a href="http://www.wokq.com">www.wokq.com</a> )	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
8	Alliance for Progress of Hispanic Americans; Nury Marquez, 83 Hanover Street, Manchester, NH 03101 603-627-5127	N	0
9	Antioch New England Grad School, James Craiglow, 40 Avon St, Keene NH 03431, 603-357-3122	N	0
10	Bancroft Inc, Peter Darling, 84 Iron Works Road, Concord NH 03301, 603-224-1130	N	0
11	Berlin Vocational Rehabilitation Office, Brenda Cochrane, 3 12 <sup>th</sup> Street Unit A, Berlin NH 03570, 603-271-3743	N	0
12	Bureau of Vocational Rehabilitation, Jim Hinson, 21 South Fruit Street #20, Concord NH 03301m 603-271-3471	N	0
13	Case Management Society of NE, Maureen Ferguson, 484 Main St, Hampstead NH 03841m 603-329-7481	N	0
14	Colby Sawyer College, Kathy Taylor, 100 Main Street, New London NH 03257, 603-526-3766	N	0
15	Concord Hospital, Michael Green, 250 Pleasant St, Concord NH 03301, 603-227-7122	N	0
16	Concord Vocational Rehabilitation Office, Paul K. Leather, 2 Industrial Park Drive Building #2, Concord NH 03301, 603-271-2327	N	0
17	Granite State College, Nicole MacMillan, 1 Old Dover Rd, Rochester NH 03867, 603-332-8335	N	0
18	Dartmouth College Careet & Employment Services, Patrice Vidal, 6208 Collis Center, Hanover NH 03755, 603-646-2215	N	0
19	Franklin Pierce College, Paula Smykil, 5 Chenell Drive, Concord NH 03301, 603-228-1155	N	0
20	Franklin Pierce College, Kelly Smith, PO Box 60, Rindge NH 03461-0060, 603-899-4000	N	0
21	Franklin Pierce Collete, John Botta, 24 Airport Rd #19, West Lebanon NH 03784, 603-298-5549	N	0
22	Franklin Pierce College, Dermot O'Brien, 73 Corporate Dr, Newington NH 03801, 603-433-2000	N	0
23	Granite State College, Kate O'Neill, Trade Center Buidling, 24 Airport Rd, West Lebanon NH 03784, 603-542-3841	N	0
24	Granite State Independent Living Foundation, Susanne Fortier, PO Box 7268, Concord NH 03301, 603-228-9680	N	0
25	Henniker Business Association, Ross D'Elia, PO Box 885, Henniker NH 03242, 603-428-3571	N	0
26	Hesser College, Dennis St Pierre, 170 Commerce Way, Portsmouth NH 03801, 603-436-5300	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
27	Hesser College, Sherry Bergeron, 410 Amherst St #100, Nashua NH 03063, 603-883-0404	N	0
28	Hesser College, Valerie Sager, 1 Keewaydin Dr #A, Salem NH 03079, 603-898-3480	N	0
29	Hesser College, Holly Gararno, 25 Hall St #104, Concord NH 03301, 603-225-9200	N	0
30	Hire Veterans.com, Marcy Bulstorm, Peapolz Media/Medbillz Inc., 315 E. San Ysidro Blvd H 300 C-304, San Ysidro CA 92173, 619-819-9360	N	0
31	Keene State College, Christine King, 229 Main St, Keene NH 03435	N	0
32	Latin American Center, Mia Velasquez, 521 Maple Street, Manchester NH 03104. 603-669-5661	N	0
33	Lebanon College, Donald Wenz, 23 Hanover St, Lebanon NH 03766, 603-448-2445	N	0
34	Lincoln Woodstock School Dist, Robert Nelson, PO Box 97, Lincoln NH 03251, 603-444-6843	N	0
35	Littleton Vocational Rehabilitation Office, Richard Virdone, 30 Maple St, Littleton NH 03561, 603-444-6843	N	0
36	Magdalen College, Jeffrey Karls, 511 Kearsage Mountain Rd, Warner NH 03278, 603-456-2656	N	0
37	Manchester Vocational Rehabilitation Office, Jenne Immel, 361 Lincoln Street, Manchester NH 03101, 603-669-8733	N	0
38	Merrimack Valley Integral Health, Robert Berube, 153 Lowell Rd, Hudson NH 03051, 603-882-3022	N	0
39	Micro Credit-NH, Rob Riley, 7 Wall St, Concord NH 03301, 603-225-7425	N	0
40	NAACP – Manchester, Wayne Jennings, 326 Maple Street, Manchester NH 03103, Fax #603-669-5727	N	0
41	National Organization for Women, Kim Gandy, 7 Colby Court Unit 4-252, Bedford NH 03110, 603-749-8900	N	0
42	National Organization – Women, Kim Gandy, 93 6 <sup>th</sup> St, Dover NH 03820, 603-749-8900	N	0
43	New England College, Leslie Bateman, 24 Bridge Street, Henniker NH 03242, 603-428-2211	N	0
44	New Hampshire Commission on the Status of Women, Theresa deLangis, Room 334 State House Annex, Concord NH 03110, 603-271-2660	N	0
45	NH Employment Security, Sanda Jamak, 32 South Main St, Concord NH 03301, 603-224-3311	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
46	New Hampshire Job Training Council, Bobby Stephen, 64 Old Suncook Rd, Concord NH 03301, 603-228-9500	N	0
47	New Hampshire Tech College, Lucille Jordan, 505 Amherst St, Nashua NH 03063, 603-882-6923	N	0
48	New Hampshire Technical College, J. LaRoche, 1066 Front St, Manchester NH 03102, 603-668-6706	N	0
49	New Hampshire Technical Institute, William Simonton, 31 College Dr, Concord NH 03301, 603-271-6484	N	0
50	New Hampshire Women's Lobby, Nikki Tobiasz, PO Box 1072, Concord NH 03302, 603-224-9105	N	0
51	River Valley Community College, Barbara Rozwadowski, One College Dirve, Claremont NH 03743, 603-542-7744	N	0
52	Plymouth State College, Elaine Doell, 17 High Street, Plymouth NH 03264, 603-535-5000	N	0
53	Portsmouth Vocational Rehabilitation, Dorothy Laplume, 30 Maplewood Avenue Suite 206, Portsmouth NH 03801, 603-436-8884	N	0
54	Rivier College, Lisa Enright, 420 S Main St, Nashua NH 03060, 603-888-1311	N	0
55	Saint Anselm College, Jordan Crane, St. Anselm Drive, Manchester NH 03102-1310, 603-641-7000	N	0
56	Southern New Hampshire Outreach for Black Unity, Ray Ealy, PO Box 3323, Nashua NH 03061, 603-882-8994	N	0
57	Southern New Hampshire University, Karen Goodman, 546 Amherst St, Nashua NH 03063, 603-881-8393	N	0
58	Southern New Hampshire University, Kem Keegan, 19 Keewaydin Dr #A, Salem NH 03079, 603-893-9600	N	0
59	Southern New Hampshire University, Richard Gustafson, 2500 N River Rd, Hooksett NH 03106, 603-645-9624	N	0
60	Southern New Hampshire University, Jean Careno, 23 Cataract Ave, Dover NH 03820, 603-740-8516	N	0
61	Southern New Hampshire University, Jane Torrey, 150 Greenleaf Ave #4, Portsmouth NH 03801, 603-436-2831	N	0
62	Tri-County CAP, Karen Hoyt, Workplace Success Program, 241 Main St, Littleton NH 03561, 603-752-7001	N	0
63	University of New Hampshire, Erica Clifford, 6 Garrison Avenue, Durham NH 03824-3529, 603-862-1234	N	0
64	University of New Hampshire, Joan Leitzel, 105 Main St, Durham NH 03824, 603-862-1234	N	0
65	Vocational Rehabilitation, Carolyn Guerdet, #2 Industrial Center Bldg 1, Concord NH 03301, 603-271-3471	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
66	W.I.S.E. Career Counseling Program, Peggy O'Neil, 79 Hanover St Suite 1, Lebanon NH 03766, 603-448-5922	N	0
67	Women's Business Center, Christine Davis, 83 Hanover St, Manchester NH 03101, 603-623-7383	N	0
68	Women's Business Center Inc, Ellen Fineberg, 150 Greenleaf Ave #8, Portsmouth NH 03801, 603-430-2892	N	0
69	Women's Lobby, Liz Hebbel, 30 South Main Street, Concord NH 03301, 603-224-9105	N	0
70	YWCA, Tami Chevalier, PO Box 3433, Nashua NH 03061, 603-882-2011	N	0
71	Youth Development, Peter Favreau, 1056 River Rd, Manchester NH 03104, 603-625-5471	N	0
72	Connecticut School of Broadcasting, Hank Tenney, 80 Ferry Boulevard, Stratford CT 06615, 203-378-5155	N	0
73	<a href="https://nhworksjobmatch.nhes.nh.gov/">https://nhworksjobmatch.nhes.nh.gov/</a>	N	0
74	<a href="http://www.TheJob/Spider.com">www.TheJob/Spider.com</a>	N	0
75	<a href="http://www.Learn4Good.com">www.Learn4Good.com</a>	N	0
76	<a href="http://www.LuckyDogJobs.com">www.LuckyDogJobs.com</a>	N	0
77	<a href="http://www.GetJob.us">www.GetJob.us</a>	N	0
78	<a href="http://www.PostJobFree.com">www.PostJobFree.com</a>	N	0
79	<a href="http://nh.craigslist.org">nh.craigslist.org</a>	N	0
80	<a href="http://www.NewYorkJobs.com">www.NewYorkJobs.com</a>	N	0
81	<a href="http://www.jobbi.com">www.jobbi.com</a>	N	0
82	<a href="http://www.indeed.com">www.indeed.com</a>	N	4
83	Employee Referral (Sheila Haas)	N	0
84	Townsquare Media, Dhruv Psasad, EVP/Live Events	N	0
85	Employee Referral (Wendy Larson)	N	0
86	Employee Referral (Bob Cook)	N	0
87	Friend (Paul Seccaiccio)	N	0
88	Current Employee	N	0
89	Saga Broadcasting General Manager-Portland ME	N	0
90	Employee Referral (Hilary Tirck)	N	1
91	Unsolicited Resume	N	0
92	<a href="mailto:notification@jobvite.com">notification@jobvite.com</a>	N	1
93	<a href="http://Linkedin.com">Linkedin.com</a>	N	2
94	Employee Referral (Paul Kelley)	N	2
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>12</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>		
<b>2</b>	Internship Program 1/2/15 – 1/19/15	Programming Internship – A freshman from the Endicott College in Beverly, MA majoring in Marketing and Communications did an internship with the WOKQ/WPKQ Brand Manager, the WOKQ/WPKQ/WSHK/WSAK Promotions Director and the WOKQ/WPKQ/WSHK/WSAK Digital Managing Editor from 1/2/15 to 1/19/15. The student’s internship was Monday through Thursday 10a-3p. The student’s internship consisted of learning how to update the station’s website, assisting in promotional functions, programming duties and also involved in assisting in creating and posting the digital content that is loaded on the station websites.
<b>3</b>	Internship Program 2/19/15 – 5/31/2015	Programming Internship – A Freshman from Great Bay Community College in Portsmouth, NH majoring in Hospitality did an internship with the WOKQ/WPKQ Brand Manager, the WOKQ/WPKQ/WSHK/WSAK Promotions Director, WOKQ/WPKQ/WSHK/WSAK Digital Managing Editor and the Live Events Manager from 2/19/15 to 5/31/15. The student’s internship was on Monday & Tuesday 1:00pm to 6:00pm. The student’s internship is consisting of assisting in the Promotions Department helping to organize and execute promotional activities, prize fulfillment and maintenance of the Station website and social media accounts. Assisting Live Event Manager

		with on site setup.
4	Job Fair – New Hampshire Association of Broadcasters Job Fair 4/30/15	WOKQ/WPKQ/WSHK/WSAK participated in New Hampshire of Broadcasters Job Fair on April 30, 2015 from 1pm to 4pm. The WSHK/WSAK Brand Manager representing all of the Radio stations. The radio stations were posted at an assigned booth and brought job applications. Job opportunities in the broadcast industry were spoken about as well as explaining radio advertising, creative and promotional aspects, programming, marketing and digital. The Brand Manager was available to answer questions regarding any aspect of the broadcasting industry and employment opportunities from sales to on-air announcers/production and business office, as well as future job opportunities and internship availabilities. The “Employment Opportunities” handout for recruitment purposes that describes job and internship opportunities in the broadcasting industry were made available.
5	Job Shadow - 02/01/12 - TFN	Job Shadow – A special education needs student from the Monarch School of New England, Rochester NH, has been doing a Job Shadow once a week for a half an hour or more since February, 2012, with the WOKQ/WPKQ/WSHK/WSAK Production Director and with the WOKQ/WPKQ/WSHK/WSAK Operations Manager. The student’s job shadow has consisted of being shown and participating in the production processes, techniques and equipment such as audio editing, and data entry as well as being given a tour of the radio stations.
6	Participating in other activities designed to disseminate information about broadcast employment opportunities to job candidates who might otherwise be unaware of such opportunities – 12/01/14 to 11/30/15	The “Employment Opportunities” handout for recruitment purposes that describes job and internship opportunities in the broadcasting industry are handed out at all WOKQ/WPKQ/WSHK/WSAK Station events, appearances and live remote broadcasts by



		attending programming personnel. They are also available to any visitors to the Stations' in the front lobby.
7	Participating in other activities designed to disseminate information about broadcast employment opportunities to job candidates who might otherwise be unaware of such opportunities – 1/01/04 - TFN	<p>Employment Unit runs daily EEO Outreach on-air announcements about how we provide a broad outreach regarding our job vacancies and that we are looking for local community organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer to us. We ask organizations that want to get our job vacancy notifications, to contact our EEO Director by phoning our telephone number listed or to go to our Stations' websites provided and click on the link for "EEO Outreach." We also include that we are an Equal Opportunity Employer and that we encourage all qualified persons of any race, ethnicity, gender or religion and age to apply for our job vacancies.</p> <p>We have this posted on our Station websites with links to the "Community Organizations Notification Request Form," a link to the EEO Director's email address and the link to our most current "EEO Public file Report."</p>
8	Initiative: Participating in other activities designed to disseminate information about broadcast employment opportunities to job candidates who might otherwise be unaware of such opportunities – 3/12/15 to 4/2/15	WOKQ/WPKQ/WSHK/WSAK ran 60 second non-commercial sustaining announcements (NCSA) from 3/12/15 to 4/2/15 to promote the New Hampshire Association of Broadcasters Student Broadcaster Scholarship Program which is a statewide/association program which awards qualified students with scholarship money towards pursuing a degree in over-the-air broadcasting
9		
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11		

<b>1</b> <b>2</b>		
<b>1</b> <b>3</b>		
<b>1</b> <b>4</b>		
<b>1</b> <b>5</b>		