

Townsquare Media Bismarck License, LLC
KACL(FM), KBYZ(FM), KKCT(FM), KLXX(AM), KUSB(FM)
EEO PUBLIC FILE REPORT
December 1, 2018 – November 30, 2019

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	1,2,3,4,5,6,9,10,14,15,	15
Operations Manager	1,2,3,4,5,6,10,12,14,	3
Account Executive	1,2,3,4,5,6,10,14,15,	15
Account Manager	1,2,3,4,5,6,9,10,14	3

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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	Bismarck State College 1500 Edwards Avenue Bismarck ND 58506	N	2
2	United Tribes Tech college 3315 University Drive Bismarck ND 58504	N	2
3	Corporate recruiter	N	3
4	University of Mary 7500 University Drive Bismarck ND 58504	N	1
5	Indeed.com, via Greenhouse	N	77
6	Glassdoor	N	1
7	Radio Advertising	N	0
8	Linked IN	N	0
9	Job Service ND 1000 E Divide Avenue Bismarck ND, 58506	N	0
10	Company website Job Page	N	20
11	All Access.com	N	0
12	ND Broadcasters	N	0
13	Bismanonline.com	N	0
14	Word of Mouth	N	1
15	Employee Referral	N	2
	TOTAL		109

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participated in Spring job fair at Bismarck State College	BSC job fair February 21, 2019 Set up booth along with 98 other businesses. Attended were Operations Manager, Sales Manager, Sales Staff PD's from KBYZ, KACL, KKCT, KUSB. All stations were represented
2	Participated in fall job fair at Bismarck State College	BSC job fair October 16, 2019 Set up booth along with other businesses. Attended were Operations Manager, Sales Manager, Sales staff, PD's. KACL, KBYZ, KKCT, KLXX, KUSB were all represented
3	Educational Event	AE was Panel speaker at THA MASH UNIT at Century High School. October 16, 2019. Students, Instructors, Business Professionals were in attendance.
4	Educational event	April 17, 2019 Participated in PB&J event with Century High School students. In attendance were Account Executive, Digital Managing Editor, Station Talent.
5	Educational event	April 17, 2019 DOS presented at Bismarck Rotary Club. Local Business owners / managers were in attendance
6	Educational event	May 21, 2019 Production Director let tour of broadcasting studio to members of HIT Incorporated. Careers in Broadcasting were presented.

7	Educational event	April 15, 2019 Production Director let tour of broadcasting studio to members of Great American Bike Race. Careers in Broadcasting were presented.
8	Educational event	October 30, 2019 Mandan High School Band visited KACL, KBYZ, KKCT, KLXX, KUSB studios. Tour was led by Operations manager as well as station talent. Explaining what each position is required to do and answered any questions.