

**TOWNSQUARE LICENSE, LLC
 KDHL(AM), KQCL(FM), KRFO(AM), KRFO-FM
 Faribault Employment Unit
 EEO Public File Report
 December 1, 2021 – November 30, 2022**

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Digital Sales Lead Started 5/02/2022	Exigent Circumstances	Exigent Circumstances
Brand Manager KRFO FM Started 6/01/2022	1,5,6,7	1
AE for Faribault Owatonna Started 3/23/2022	1,3,5,7	5
Radio Host for KRFO AM Starts 11/01/2022	1,5,7	5

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II. MASTER RECRUITMENT SOURCE LIST (MRS�)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Linkedin (via Greenhouse)	N	7
2	Career Builder	N	0
3	Indeed.com (via Greenhouse)	N	2
4	Facebook	N	0
5	Radio KDHL AM KQCL FM KRFO AM & FM	N	2
6	Market outreach	N	0
7	Townsquare Media Careers Page	N	0
8			
9			
10			
11			
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			11

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	November 4 th 2022 our Director of Content is participating in a Career Navigator program at South Central College. The Sessions were in person. Local high school students were encouraged to attend to learn about careers in a variety of fields and participate in question and answer sessions throughout the day. Our Director of Content talked about career opportunities in radio and led a group discussion during four different sessions during the course of the day. There are 255 students from Alden Conger, Medford & Waseca Public Schools.
2	Participate in Scholarship Program designed to assist students interested in pursuing a career in broadcasting.	On June 7, 2022 our Market sponsored a scholarship program (28th year) called Scholar Dollars, which awards Two \$500 scholarships to local students planning to attend college and major in communications, marketing, or broadcasting. From February through April 2022, Owatonna High School guidance office collected applications for the scholarships. In May, our Market President worked with the School's guidance office to review and select scholarship recipients. Our Market President presented the scholarships to the selected candidates on June 7 th at the High School. This program is continued for this school year and will be awarded again in June 2023.
3	Co Sponsor Job Fair with organizations whose membership includes substantial participation of women and minorities.	Co Sponsor Job Fair with Faribault Chamber of Commerce March 4, 2022 The Job Fair is called Faribault Works at the Faribo West Mall. This was a great way to reach out to all members in the community. South Central college and Faribault public schools will also participate. Townsquare Media had a booth our DOS and MP was able to reach out to Women and minorities who attended and the many businesses in our community as well that feature minority ownership or employees.

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4	Sponsored an Open House Recruitment opportunity to the General Public	November 15, 2022 Townsquare Media is holding an open house and recruitment opportunity in Faribault for the General Public to come in and tour our new remodeled studios and building. We will have refreshments and materials and our DOS and DOC and other staff members will talk about the advantages of a career with Townsquare Media.
5	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	November 18 th 2022 our Director of Content is participating in a Career Navigator program at South Central College. The Sessions were in person. Local high school students were encouraged to attend to learn about careers in a variety of fields and participate in question and answer sessions throughout the day. Our Director of Content talked about career opportunities in radio and led a group discussion during four different sessions during the course of the day. There are 225 students from Tri-City United and NRHEG public Schools.