

**EEO PUBLIC FILE REPORT**  
**Townsquare License, LLC**  
**Faribault Employment Unit**  
**KDHL(AM), KQCL(FM), KRFO(AM), KRFO-FM**  
**December 1, 2022 to November 30, 2023**

**Section 1. Vacancy List**

<b>Job Title</b>	<b>Date Filled</b>	<b>Public Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>Number of Interviewees Referred by Each Source</b>	<b>RS Referring Hiree</b>
Account Executive No. 1	2/13/2023	1, 2, 3, 4	RS 1 - 0 RS 2 - 0 RS 3 - 0 RS 4 - 0 <u>RS 5 - 1</u> Total: 1	5
Account Executive No. 2	9/18/2023	1, 2, 3, 4	RS 1 - 0 RS 2 - 0 RS 3 - 1 RS 4 - 0 RS 5 - 1 RS 6 - 1 RS 7 - 2 <u>RS 8 - 1</u> Total: 6	8

**Section 2. Recruitment Source List**

<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 12-month period</b>
1	<a href="http://www.townsquaremedia.com">www.townsquaremedia.com</a> - career page (via Greenhouse)	N	0
2	Indeed.com (via Greenhouse)	N	0
3	LinkedIn (via Greenhouse)	N	1
4	Zip Recruiter (via Greenhouse)	N	0
5	Employee Referral	N	2
6	Indeed.com (candidate sourced)	N	1
7	LinkedIn (candidate sourced)	N	2
8	Self-Referred (Candidate contacted radio station)	N	1
	<b>TOTAL INTERVIEWS</b>		<b>7</b>

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**Section 3. Recruitment Initiatives**

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
1	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On August 29, 2023, Market President participated in an online training for Valuing Diversity provided by Trust Mineral. The purpose of the course is to help employers understand the concept of diversity and know how to recognize diversity issues that can lead to legal liability under anti-discrimination and harassment laws.
2	Participation in job fair	On October 12, 2023, the EU’s Director of Sales and Director of Content, each with significant influence over hiring, attended the Blooming Prairie Job Fair held at the BP Serviceman’s Club in Blooming Prairie.
3	Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	The EU, specifically KAT Country - KRFO-FM, sponsored the Townsquare Scholar Dollar Program from March 2023 through May 2023. The station offered multiple \$500 scholarships to Owatonna High School graduating seniors who may not have received any other scholarships. Students were selected by a committee based on outstanding citizenship, co-curricular activities, and community contribution with emphasis on fine arts, athletics, and student government. The goal of the program is to introduce high school students to local radio and bring awareness to many career opportunities within the radio broadcast industry. Scholarship recipients are celebrated at an awards reception held at the KRFO Studios.