

**EEO PUBLIC FILE REPORT**  
**Townsquare Media Licensee of St Cloud, Inc**  
**WJON(AM) – KXSS(AM) – WWJO(FM) – KMXK(FM) – KLZZ(FM) – KZRV(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>
Brand Manager	6/1/2023	1, 2, 3, 4	RS 1 - 1 RS 2 - 1 RS 3 - 0 RS 4 - 0 RS 5 - 0 RS 6 - 0 <u>RS 7 - 2</u> Total: 4	7
On-Air Host (2 hires)	9/25/2023	1, 2, 3, 4	RS 1 - 1 RS 2 - 2 RS 3 - 0 <u>RS 4 - 0</u> Total: 3	1, 2
Production Director	3/15/2023	1, 2, 3, 4	RS 1 - 0 RS 2 - 0 RS 3 - 0 RS 4 - 0 <u>RS 8 - 1</u> Total: 1	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	2
2	Indeed.com (via Greenhouse)	N	3
3	LinkedIn (via Greenhouse)	N	0
4	Zip Recruiter (via Greenhouse)	N	0
5	Social Media – Trade Press	N	0
6	Internal Applicant (Townsquare Employee)	N	0
7	Employee Referral	N	2
8	Prior Employee (Re-Hire)	N	1
<b>TOTAL INTERVIEWS</b>			<b>8</b>

**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 June 26, 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 programs sponsored by educational institutions relating to career opportunities in broadcasting	On November 15, 2022, Director of Content attended the EPIC Influencer’s career exploration night at the St. Cloud Technical and Community College, sponsored by Park Industries. The event was 2.5 hours long with more than 200 attendees. The EU’s DOC was able to connect with approx. twenty-one different students about careers in broadcasting, including content creation.
3	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On January 10, 2023, the EU hosted an intern who was interested in shadowing different professionals in their field of work. The student, who was going to school for professional sales, was introduced through a family member of hers who reached out to the station directly for the opportunity. The intern spent approx. nine hours at the studio meeting with various team members and learning about broadcast, the digital working in broadcast, and all sales aspects (digital, broadcast, Ignite).
4	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On November 7, 2022, Director of Content met with a representative from Options for Employment, LLC and a student interested in broadcasting, news reporting, and journalism. OFE is a Central Minnesota based company that assists those with special needs and those re-entering the workforce with career ideas and options. The EU’s DOC spent an hour with the OFE rep discussing what type of educational background Townsquare looks for when hiring, what experience is relevant for potential on-air talent, what skills are required, and what the job duties for someone in the career of broadcasting would be. At the conclusion of the interview, the DOC gave the OFE rep a tour of the studio.
5	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On March 10, 2023, the Director of Content hosted a recent high school graduate at the studio. The student was introduced by Options for Employment, LLC and spent the day shadowing the EU’s DOC as he completed his audio production duties. The student also observed and participated in audio editing for approx. two hours.