

**Townsquare Media Licensee of St Cloud, Inc**  
**WJON – KXSS – WWJO – KMXK – KLZZ - KZRV**  
**Equal Employment Opportunity Public File Report**  
*Report Dates: November 1<sup>st</sup>, 2015 – October 31, 2016*

**I. POSITIONS FILLED DURING THE REPORTING PERIOD**

<b>Job Title</b>	<b>Sources Used to Fill Position</b> <i>(Numbers Correspond to the Recruitment Source List in Part II)</i>	<b>Source Referring Hiree</b>
Account Executive Sales – All Stations. Hired 7/11/16.	2,3,4,5,6,7,8	5
On Air Talent – KMXK Afternoon Drive Host. Hired 2/22/16.	1,2,3,4,5,6,7	3
On Air Talent- WWJO Afternoon Drive Host. Hired 2/2/216.	1,2,3,4,5,6,7	5
Value Connection Receptionist- Crossroads Mall. Hired 9/21/16, 2/26/16, 8/1/16.	2,3,4,5,6,7,8	5,3,5
News Reporter- All Stations. Hired 6/23/16, 11/12/15.	2,3,4,5,7,9	9,5
On Air Talent- KLZZ Morning Show Host. Hired 10/1/1999 Re-Hired on 3/21/16	1,2,3,4,5,6,7	5

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**II. RECRUITMENT SOURCE LIST**

No.	Recruitment Source (Name, address, contact person, telephone number)	Entitled to Vacancy Notification (Y/N)	No. Interviewees Referred During Reporting Period by Source
1	All Access.com	N	7
2	Radio On-Line	N	0
3	Appendix 1 Community Outreach	N	3
4	WJON-KXSS-WWJO-KMXK-KLZZ- KZRV On-Air Ads	N	1
5	Walk-In/Call-Ins/Referral/Email	N	13
6	Job Fairs	N	0
7	Townsquare Media- St Cloud Websites	N	4
8	Indeed.com	N	1
9	MN Broadcaster Association Website	N	3
<b>TOTAL INTERVIEWEES DURING 12-MONTH PERIOD</b>			<b>32</b>

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**III. OUTREACH INITIATIVES**

No.	Type of Outreach Initiative (e.g. internship, job fair, etc.)	Brief Description of Activity
1	<b>Job Fair</b>	Townsquare Media hosted an Online Job Fair once every month from January-October 2016. During these times a number of community, organizations, and businesses were able to show their open positions through on-air with our radio stations and on-line on our websites.
2	<b>Internship program</b>	This year our internship program has included 8 students from 5 different schools. We have a structured curriculum and expectations. We have done one Fall, one Spring, and one Summer session. We also allow students to do a second internship that allows them to focus on a specific department that they would like to learn more about.
3	<b>Event Sponsored by Educational Institution</b>	In November 2015 Ashli Gerdes hosted a tour at the radio station/also talked with the Into Communication 270 class from St. Cloud State University. She discussed how our radio station has become more than just a radio station and all the possibilities/opportunities we have through Townsquare Media. She then explained some of her experience within radio. Then had a Q and A with them afterwards about anything further that they would like to know
4	<b>Event Sponsored by Educational Institution</b>	Spring of 2016 Ashli Gerdes had two high school students from Foley High School job shadow her on Minnesota's New Country. They were given a class assignment to job shadow a business in our area and they chose to do a report here at Townsquare Media. They sat in on one of her afternoon shows for their project to learn more about radio and the industry.
5	<b>Event Sponsored by Educational Institution</b>	John Uran and Julie McHugh both job shadowed some of the interns that we had here over the last year. Most of them spent the day or part of the day going on sales calls to hear how they pitch different clients and interact with them as well on how to build a rapport with them.
6	<b>Activity Designed to Disseminate</b>	Ashli Gerdes and Dave Overlund have given two

	<b>Information about Broadcast Opportunities</b>	tours to veterans from the VA Medical Center. Dave Overlund gave the first tour in June of 2016. Ashli gave the second tour in September 2016. The veterans go on weekly field trips as a group to businesses in the St. Cloud area. Ashli and Dave talked to them about the radio station and how much it has developed within the past few years. The VA Medical Center has plans to keep bringing groups here for tours in the future.
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