

**Townsquare Media Licensee of St Cloud, Inc**  
**WJON – KXSS – WWJO – KMXK – KLZZ - KZRV**  
**Equal Employment Opportunity Public File Report**  
*Report Dates: December 1<sup>st</sup>, 2017 – November 30, 2018*

**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>
On Air Talent – KZRV Mornings. Hired 10/24/18.	1,2,3,4,7,8	7
Ignite Specialist- All Stations. Hired 06/25/18.	1,2,3,4,7,8,10	10
News Reporter- All Stations. Hired 10/01/18.	2,3,4,7,8,9	5
Account Executive- Hired 05/14/18.	2,3,4,7,8	8
Account Executive- Hired 08/22/18	2,3,4,7,8	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	29
2	Radio On-Line	N	0
3	Appendix 1 Community Outreach	N	0
4	WJON-KXSS-WWJO-KMXK-KLZZ- KZRV On-Air Ads	N	3
5	Walk-In/Call-Ins/Referral/Email	N	12
6	Job Fairs	N	0
7	Townsquare Media- St Cloud Websites	N	2
8	Indeed.com	N	9
9	MN Broadcaster Association Website	N	8
10	Linked In	N	3
<b>TOTAL INTERVIEWEES DURING 12-MONTH PERIOD</b>			<b>66</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>Internship Program</b>	This year our internship program included 2 students from 2 different schools. We have a structured curriculum and expectations. 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.
2	<b>Event Sponsored by Educational Institution/Internship Program</b>	On February 13 <sup>th</sup> , 2018 Chrissy Gaetke talked with a Broadcasting News Writing class at St. Cloud State University about her position here at WJON, how to write for broadcast(specifically radio and web) AP Style, video and audio editing, equipment, journalism ethics. She also talked to them about opportunities we have here with internships and how it benefits your career in the radio business.
3	<b>Event Sponsored by Educational Institution</b>	Dave Overlund spoke with a Mass Communication Panel at St. Cloud State University. He discussed all the possibilities/opportunities we have through Townsquare Media. He also spoke about what would better interns/students to learn about to further their careers in this industry.
4	<b>Event Sponsored by Educational Institution</b>	John Schroeder job shadowed a student from the College of St. Benedicts over the spring of 2018. They 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.
5	<b>Event Sponsored by Educational Institution</b>	Our Regional Business Manager met with a college student on November 12 <sup>th</sup> , 2018 to discuss aspects of her position being a Regional Business Manager. Also emphasizing on things that would help in becoming a Human Resource Manager.
6	<b>Event Sponsored by Educational Institution</b>	Our General Manager met with/job shadowed a senior college student on October 8 <sup>th</sup> , 2018 to discuss aspects of his position being a Market President. Also, gave her some career advice on how to work your way up into this busy industry.

7	<b>Activity Designed to Disseminate Information about Broadcast Opportunities</b>	John Schroeder gave a tour to people from St Cloud VA on November 27 <sup>th</sup> 2018. He talked to them about the radio station and how much it has developed within the past few years, and how things work behind the scenes.
8	<b>Activity Designed to Disseminate Information about Broadcast Opportunities</b>	Ashli Overlund gave a group of students from St Cloud State University in November 2018. She talked to them about the radio station and how much it has developed within the past few years, and how things work behind the scenes.

Upper Midwest  
American Indian Center  
1113 W. Broadway  
Minneapolis, MN 55411

Jennifer McGee  
Summit Academy OIC  
935 Olson Memorial Hwy  
Minneapolis, MN 55405

Martin Luther King Program  
101 Pleasant St  
Minneapolis, MN 55455

Nino Perez  
Mankato Tech. College  
1920 Lee Blvd  
PO Box 1920  
North Mankato, MN 56002-1902

Minnesota Council of Churches  
122 W. Franklin  
Suite 100  
Minneapolis, MN 55404

PWI Resource, Inc.  
1900 Chicago Ave S  
Minneapolis, MN 55404

St John's University  
PO Box 7155  
Collegeville, MN 56321  
Attn: Heather Anderson

Lena Zhang  
E CT State University  
Communications Dept  
83 Windham St  
Willimantic, CT 06626-2295

Women's Advocate, Inc  
584 Grand Ave  
St Paul, MN 55114

Human Resources  
Employment Action Center  
6715 Minnetonka Blvd  
Suite 212  
St Louis Park, MN 55426

Office of Multicultural Affairs  
Mankato State Univ.  
MSU#65, PO Box 8400  
Mankato, MN 56002-8400

Daniel Albraira  
Centro Cultural Chicano  
1915 Chicago Avenue  
Minneapolis, MN 55404-1904

Joe Allen  
The Circle  
1530 E Franklin  
Minneapolis, MN 55404

MBA Job Bank  
3033 Excelsior Blvd, Suite 301  
Minneapolis, MN 55416

Adult Placement  
Mpls Urban League  
2100 Plymouth Ave N  
Minneapolis, MN 55411

Target B Area  
Ramsey Action Program  
Bigelow Bldg  
450 N Syndicate St  
St Paul, Mn 55114

Jessie Hill  
YWCA  
1130 Nicollet Mall  
Minneapolis, MN 55403

MN Job Services  
1542 Northway Dr. #2  
St Cloud, MN 56303

St Cloud Technical College  
1540 Northway Drive  
St Cloud, MN 56303  
Attn: Jacqueline M. Bauer

Rasmussen College  
226 Park Ave S  
St Cloud, MN 56301  
Attn: Joe

Brown College  
1345 Mendota Heights Rd  
Saint Paul, MN 55120-1129

Courage Kenny Rehab Institute  
Vocational Services  
3915 Golden Valley Rd  
Golden Valley, MN 55422  
Attn: Admin Assistant

Multicultural Center  
College of St Scholastica  
1200 Kenwood Ave  
Duluth, MN 55811

Intl & Multicultural Program  
College of St Catherine  
2004 Randolph Ave.  
St Paul, MN 55105

Rod Sierra  
Nat'l Assoc. Of Hispanic.  
Jrns WGN Radio  
435 N Michigan  
Chicago, IL 60611

William E. Green  
St Olaf College – MCSS  
1520 St Olaf Ave  
Northfield, MN 55057-1098

SCSU  
Student Employment Services  
720 Fourth Ave S  
St Cloud, MN 56301-4498  
Attn: Robb Flaherty

Gary Cunningham  
Dept of Civil Rights  
350 S 5<sup>th</sup> St  
Minneapolis, MN 55415

Kaposia, Inc  
223 Little Canada Road East  
St Paul, MN 55117

Personnel Director  
Lutheran Social Services  
2414 Park Ave  
Minneapolis, MN 55404

Cultural Diversity  
Winona State University  
PO Box 5838  
Winona, MN 55987  
Attn: Nehrwr Abdul-Wahicl

Liza Etienne  
Spanish Speaking Affairs Center  
Dept of Admin  
50 Sherburne Ave  
St Paul, MN 55103

Francis Fairbanks  
Mpls. Amer. Indian Center  
1530 Franklin Ave E  
Minneapolis, MN 55404

Tracey Williams  
Mpls Spokesperson/St Paul Recorder  
3744 4<sup>th</sup> Ave S  
Minneapolis, MN 55409

Gloria Griffin  
MN Women's Consortium  
550 Rice St, Suite 101  
St Paul, MN 55103

Employment Specialist Unit  
MN Teamster Ser. Bureau  
2829 University Ave SE  
Suite 720  
Minneapolis, MN 55414

College of St Benedict  
37 S College Ave  
St Joseph, MN 56374  
Attn: Jackie Miller

C Strum or S Romona  
MN Workforce Center  
1201 89<sup>th</sup> Avenue  
Blaine, MN 55434

Elaine Middleton  
The MN Women's Press  
970 Raymond Ave Ste 201  
St Paul, MN 55114

Jerilyn K Miller  
AWRT – Job Bank  
C/o Tunheim Santrizos  
8009 34<sup>th</sup> Ave S 1100  
Minneapolis, MN 55425