

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

I. POSITIONS FILLED DURING THE REPORTING PERIOD

Job Title	Sources Used to Fill Position <i>(Numbers Correspond to the Recruitment Source List in Part II)</i>	Source Referring Hiree
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
TOTAL INTERVIEWEES DURING 12-MONTH PERIOD			66

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III. OUTREACH INITIATIVES

No.	Type of Outreach Initiative <i>(e.g. internship, job fair, etc.)</i>	Brief Description of Activity
1	Internship Program	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	Event Sponsored by Educational Institution/Internship Program	On February 13 th , 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	Event Sponsored by Educational Institution	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	Event Sponsored by Educational Institution	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	Event Sponsored by Educational Institution	Our Regional Business Manager met with a college student on November 12 th , 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	Event Sponsored by Educational Institution	Our General Manager met with/job shadowed a senior college student on October 8 th , 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	Activity Designed to Disseminate Information about Broadcast Opportunities	John Schroeder gave a tour to people from St Cloud VA on November 27 th 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	Activity Designed to Disseminate Information about Broadcast Opportunities	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

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

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

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

Joe Allen
The Circle
1530 E Franklin
Minneapolis, MN 55404

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

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

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

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

Gary Cunningham
Dept of Civil Rights
350 S 5th St
Minneapolis, MN 55415

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

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

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

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

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

Jessie Hill
YWCA
1130 Nicollet Mall
Minneapolis, MN 55403

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

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

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

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

Martin Luther King Program
101 Pleasant St
Minneapolis, MN 55455

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

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

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

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

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

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

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

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

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 4th 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 89th 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 34th Ave S 1100
Minneapolis, MN 55425