

EEO PUBLIC FILE REPORT
Townsquare Media Ft. Collins License, LLC
KUAD/KTRR/KMAX/KKPL
[12/1/17-11/30/18]

Section 1. Vacancy List

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS that Referred the hire
Operations Manager	Exigent Circumstances	Exigent Circumstances
Market President	Exigent Circumstances	Exigent Circumstances
Account Executive, Senior	5,7	3
Digital Campaign Manager	7	7
Promotions Coordinator 2 positions	2, 7	2, 7
Operations Manager	2, 7	2
On Air Host	2, 7	7
Front Desk/Receptionist	2, 7	7
Account Executive position 2 positions	Exigent circumstances, 6	Exigent Circumstances, 6
Account Manager	Exigent Circumstances	Exigent Circumstances

Section 2. Recruitment Source List

RS Number	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS over 12-month period
1	Transfers other Markets/Internal	No	1
2	Indeed.com	No	8
3	Referral (Employee)	No	4
4	Current Employee	No	3
5	TSM Recruitment	No	1
6	LinkedIn.com	No	4
7	Greenhouse	No	15
		Total Number of Interviews over 12-month period:	36

KUAD / KTRR / KMAX / KKPL RECRUITMENT INITIATIVE FORM 12/1/17– 11/30/18

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	DATE	BRIEF DESCRIPTION OF ACTIVITY & SCOPE OF BROADCASTER'S PARTICIPATION	RECRUITING STAFF IN ATTENDANCE
1	Colorado Broadcasters Virtual Job Fair	Jan 22-26 2018	Collected applications with interests in programming, production and promotions	Former Market President
2	Colorado State University Marketing Counsel	11/1/18	Presentation to class about TSM and multi-media broadcasting industry – obtained applicants to interview for possible blogging contributors, or internships	Market President
3	Internship Program	8/15/18	Established and designed an internship program and recruited interns	Promotions Director
4	EEO Training for Management	June 2018	Unit management received training on methods of ensuring equal employment opportunity and complying with the FCC's EEO rules.	Department Head Management