

Townsquare Media Bismarck License, LLC
KACL(FM), KBYZ(FM), KKCT(FM), KLXX(AM), KUSB(FM)
EEO PUBLIC FILE REPORT
December 1, 2017 – November 30, 2018

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	2,3,4,5,6,7,8,9,10,11,12,13,14	16
Brand Manager	2,3,4,5,6,7,8,9,10,11,12,13,14	12
Digital Managing Editor	Exigent Circumstances	Exigent Circumstances
Account Executive	2,3,4,5,6,7,8,9,10,11,12,13,14	16
Market President	Exigent Circumstances	Exigent Circumstances

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
2	Bismarck State College 1500 Edwards Avenue Bismarck ND 58506	N	3
3	United Tribes Tech college 3315 University Drive Bismarck ND 58504	N	1
4	Corporate recruiter	N	
5	University of Mary 7500 University Drive Bismarck ND 58504	N	0
6	Indeed.com	N	4
7	Greenhouse	N	
8	Radio Advertising	N	3
9	Linked IN	N	9
10	Job Service ND 1000 E Divide Avenue Bismarck ND, 58506	N	7
11	Brown college 1440 Northland Drive Mendota MN 55120	N	0
12	All Access.com	N	5
13	ND Broadcasters	N	1
14	Bismanonline.com	N	4
15	Word of Mouth	N	8
16	Employee Referral	N	6

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participation in Job Fair United Tribes Technical College	Event open to the public, September 2-8 2018. Operations Manager, Sales staff attended. KACL, KBYZ, KKCT, KLXX, KUSB were all represented
2	Participated in job fair at BSC-River Cities Fall Job Fair	BSC job fair October 17, 2018 Set up booth along with other businesses. Attended were Operations Manager, Sales Manager, Sales staff, PD's. KACL, KBYZ, KKCT, KLXX, KUSB were all represented
3	Participated in Spring job fair at Bismarck State College	BSC job fair March 1, 2018 Set up booth along with 98 other businesses. Attended were Operations Manager, Sales Manager, Sales Staff PD's from KBYZ, KACL, KKCT, KUSB. All stations were represented
4	Educational event	March 20, 2018 Account Executive, Brand Manager, Business Owner gave talk to the Century High School class about marketing and on-air broadcasting.
5	Broadcasting Tour	May 2018 Local chapter of Boy Scouts toured Mandan Studio. Visiting KACL, KBYZ, KKCT, KLXX, KUSB studios. Tour was led by Operations manager as well as station talent. Explaining what each position is required to do and answered any questions.