

TOWNSQUARE LICENSE, LLC
Bismarck Employment Unit
KACL(FM), KBYZ(FM), KKCT(FM), KLXX(AM), KUSB(FM)
EEO PUBLIC FILE REPORT
December 1, 2020-November 30, 2021

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1, 4, 6, 7, 8, 9	7
Account Executive	1, 4, 6, 7, 8, 9	2
Account Executive	1, 4, 6, 7, 8, 9	2
Digital Sales Lead	1, 6	6

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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 12-month period
1	Indeed.com via Greenhouse	N	16
2	Employee Referral	N	1
3	Word of Mouth	N	0
4	LinkedIn Ad	N	9
5	Bismarck State College 1500 Edwards Avenue Bismarck ND 58506	N	0
6	Direct Recruitment by Market (via Indeed)	N	5
7	Market Outreach	N	1
8	Station webpage	N	9
9	Direct Recruitment by Market (via LinkedIn)	N	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			42

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	The Market President participated in this webinar for training on FCC EEO obligations on January 13, 2021.
2	Training to enable station personnel to acquire skills that could qualify them for higher level positions	The Market President participated in an online Center of Sales Strategy course for training on “recruitment and selection stimulation” on August 23, 2021.