

**TOWNSQUARE LICENSE, LLC**  
**Bismarck Employment Unit**  
**KACL(FM), KBYZ(FM), KKCT(FM), KLXX(AM), KUSB(FM)**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2021-November 30, 2022**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1, 4, 8, 9, 10	1
Account Executive	1, 4, 8, 9, 10	4
Digital & Radio Content Leader	1, 4, 8, 9, 10	9

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	Indeed.com via Greenhouse	N	7
2	Employee Referral	N	1
3	Word of Mouth	N	0
4	LinkedIn via Greenhouse	N	2
5	Bismarck State College 1500 Edwards Avenue Bismarck ND 58506	N	0
6	Indeed Prospecting	N	0
7	Market Outreach	N	0
8	Station websites (KBYZ, KACL, KKCT, KLXX, KUSB)	N	0
9	Townsquaremedia.com (Townsquare Careers) via Greenhouse	N	2
10	Bis-man Online (www.bismanonline.com)	N	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			12

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	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Participation in a job fair.	Market President, with substantial responsibility in making hiring decisions for the stations, participated in a job fair at Bismarck State College to educate students about careers in broadcast and the qualifications necessary to fill those positions.  March 3, 2022
<b>2</b>	Participation in a job fair.	Market President, with substantial responsibility in making hiring decisions for the stations, participated in a job fair at United Tribes Tech College to educate students about careers in broadcast and the qualifications necessary to fill those positions.  April 17, 2022
<b>3</b>	Participation in events sponsored by organizations representing groups present in the community interested in broadcast employment issues.	Market President attended a workshop on how to find the right hire with Job Service.  March 23, 2022
<b>4</b>	Participation in educational events or programs relating to career opportunities in broadcasting.	Market President and Director of Content conducted a Station tour with students from Standing Rock School in order to educate students about careers in broadcast and the qualifications necessary to fill those positions.  March 17, 2022
<b>5</b>	Participation in educational events or programs relating to career opportunities in broadcasting.	Market President and Director of Content conducted a Station tour with students from Legacy High School in order to educate students about careers in broadcast and the qualifications necessary to fill those positions.  May 10, 2022