

**EEO PUBLIC FILE REPORT**  
**Townsquare License, LLC**  
**Bismarck Employment Unit**  
**KACL(FM), KBYZ(FM), KKCT(FM), KLXX(AM), KUSB(FM)**  
**December 1, 2022 to November 30, 2023**

**Section 1. Vacancy List**

<b>Job Title</b>	<b>Date Filled</b>	<b>Public Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>Number of Interviewees Referred by Each Source</b>	<b>RS Referring Hiree</b>
Account Executive No. 1	12/1/2022	1, 2, 3, 4	RS 1 - 0 RS 2 - 1 RS 3 - 2 RS 4 - 0 RS 5 - 0 RS 6 - 0 <u>RS 7 - 1</u> Total: 4	3
Account Executive No. 2	7/5/2023	1, 2, 3, 4, 8	RS 1 - 0 RS 2 - 1 RS 3 - 0 RS 4 - 0 <u>RS 8 - 0</u> Total: 1	2
Account Executive No. 3	10/2/2023	1, 2, 3, 4, 9	RS 1 - 0 RS 2 - 1 RS 3 - 0 RS 4 - 0 RS 7 - 1 <u>RS 9 - 0</u> Total: 2	2

**Section 2. Recruitment Source List**

<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	<a href="http://www.townsquaremedia.com">www.townsquaremedia.com</a> - career page (via Greenhouse)	N	0
2	Indeed.com (via Greenhouse)	N	3
3	LinkedIn (via Greenhouse)	N	2
4	Zip Recruiter (via Greenhouse)	N	0
5	Indeed.com (candidate sourced)	N	0
6	LinkedIn.com (candidate sourced)	N	0
7	Employee Referral	N	2
8	Mandan High School Career Fair	N	0
9	United Tribes Technical College Career Fair	N	0
<b>TOTAL INTERVIEWS</b>			<b>7</b>

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**Section 3. Recruitment Initiatives**

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
1	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On June 30, 2023, Market President participated in an online training for Valuing Diversity provided by Trust Mineral. The purpose of the course is to help employers understand the concept of diversity and know how to recognize diversity issues that can lead to legal liability under anti-discrimination and harassment laws.
2	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On March 15, 2023, the EU's Market President, Director of Content, and Brand Manager visited Silver Ranch Elementary School to speak with several fourth-grade classes about careers in broadcasting. The group discussed what it is like to be a DJ on the radio, why they enjoy working in radio, what the station does on a day-to-day basis, and answered questions the children had.
3	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On September 20, 2023, the EU's Market President, On-Air Talent, and an Account Executive all attended the United Tribes Technical College Career Fair. The team had a booth at the event and was able to hand out applications to the students and talk about careers in broadcasting. In addition to meeting with students at the booth, the on-air talent performed a live broadcast from the event, inviting people to visit the fair.
4	Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	Beginning January 30, 2023, the EU's Account Executives participated in 1:1 coaching with a performance trainer from Cornerstone Speaking, a professional coaching program. Training sessions were held once a month for six months, 60 minutes per 1:1 session, with a focus on sales, promoting best practices, and new levels of being a professional. They discussed topics such as communication, connecting, best practices, finding common ground, and motivational speaking.