

Townsquare Media Licensee of St Cloud, Inc
WJON – KXSS – WWJO – KMXK – KLZZ - KZRV
Equal Employment Opportunity Public File Report
Report Dates: December 1st, 2018 – November 30, 2019

I. POSITIONS FILLED DURING THE REPORTING PERIOD

Job Title	Sources Used to Fill Position <i>(Numbers Correspond to the Recruitment Source List in Part II)</i>	Source Referring Hiree
On Air Talent – KZRV Mornings. Hired 09-16-19	1,2,3,4,7,8	5
Ignite Specialist- All Stations. Hired 04-15-19. Gary S	1,2,3,4,7,8,10	5
News Reporter- All Stations. Hired 7-15-19. Original Hire 11-8-10	1,2,3,4,7,8,9	5
Account Executive- Hired 3-11-19.	2,3,4,7,8	8
Value Connection Receptionist- Hired 4-15-19.	2,3,4,7,8	5
Value Connection Receptionist- Hired 1-14-19.	2,3,4,7,8	8
Account Manager Hired 3-11-19	2,3,4,7,8	8

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II. RECRUITMENT SOURCE LIST

No.	Recruitment Source (Name, address, contact person, telephone number)	Entitled to Vacancy Notification (Y/N)	No. Interviewees Referred During Reporting Period by Source
1	All Access.com	N	3
2	Radio On-Line	N	4
3	Appendix 1 Community Outreach	N	0
4	WJON-KXSS-WWJO-KMXK-KLZZ-KZRV On-Air Ads	N	3
5	Walk-In/Call-Ins/Referral/Email	N	15
6	Job Fairs	N	
7	Townsquare Media- St Cloud Websites	N	0
8	Indeed.com	N	16
9	MN Broadcaster Association Website	N	1
10	Linked In	N	0
TOTAL INTERVIEWEES DURING 12-MONTH PERIOD			42

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III. OUTREACH INITIATIVES

No.	Type of Outreach Initiative <i>(e.g. internship, job fair, etc.)</i>	Brief Description of Activity
1	Internship Program	This year our internship program included 5 students from multiple different schools. We have a structured curriculum and expectations. We also allow students to do a second internship that allows them to focus on a specific department that they would like to learn more about.
2	Event Sponsored by Educational Institution	One of our Account Executive had a Student from SCSU job shadow him on 10/10/2019. They spent the day or part of the day going on sales calls to hear how he pitches to different clients and interact with them as well on how to build a rapport with them.
3	Event Sponsored by Educational Institution	Our News Director met with a High School student on November 10/22/2019 to discuss aspects of his position being a News Room Director. Also emphasizing on journalism and potentially becoming a multi-media reporter. She also sat in on our AM News station morning show to get a taste of what it's like to be on air.
4	Event Sponsored by Educational Institution	One of our Account Executives gave 2 separate tours one was to The Girl Scouts Troop 102 and the other was to Assumption Community. He educated them about radio and everything else we have to offer here at TSM such as digital ads, websites, events, and IGNITE. He also explained how we keep growing and expanding into more than just radio the past few years. Along with all of that he showed them the behind the scenes of how everything works.
5	Activity Designed to Disseminate Information about Broadcast Opportunities	One of our Account Executives gave tours to Rich Spring Golf, and Sound Connection. These were clients of his who had interest in learning the behind the scenes of radio. He also went through everything that TSM has to offer clients and what we can do for them to keep their businesses growing.

6	Activity Designed to Disseminate Information about Broadcast Opportunities	One of our Mix 94.9 Morning Show Host gave a group of students from St Cloud Tech High School a tour on October 22, 2019. He talked to them about the radio station and how much it has developed within the past few years, did an interview with them on air and explained to them how things work behind the scenes.
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