

**KROC(AM), KROC-FM, KYBA(FM), KWWK(FM), KDCZ(FM),
 KDOC-FM, KOLM(AM), KFIL-FM, KFIL(AM), and KFNL-FM
 Townsquare License, LLC
 Rochester Employment Unit
 EEO PUBLIC FILE REPORT
 December 1, 2021-November 30, 2022**

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 |
|-------------------------------------|--------------------------------------------------------|---------------------------|
| <i>Media & Digital Sales</i> | 3, 4, 9, 13, 14, 15, 16 | 1 |
| <i>Media & Digital Sales</i> | 3, 9, 11, 13, 14, 15, 16 | 13 |
| <i>News Reporter</i> | 9, 13, 14, 15 | 9 |
| <i>Account Manager/Receptionist</i> | 9, 13, 14, 15 | 1 |
| | | |

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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 |
|------------------|---------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 1 | Employee Referral | NO | 3 |
| 2 | Non-Employee Referral | NO | 0 |
| 3 | On-Air Announcement (all SEU stations) | NO | 0 |
| 4 | Rochester Post Bulletin 18 1 st Ave SE Rochester, MN 55904 507-285-7600 | NO | 0 |
| 5 | All Access Allaccess.com | NO | 0 |
| 6 | Radio Online Radioonline.com | NO | 0 |
| 7 | Radio & Records Radioandrecords.com | NO | 0 |
| 8 | Jobs Fairs | NO | 0 |
| 9 | Local Market Station Website Postings (one or more SEU Stations) | NO | 3 |
| 10 | Inside Radio Insiderradio.com | NO | 0 |
| 11 | Workforce Center/MN Job Bank Rochester, MN 507-285-7315 | NO | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|-------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 12 | Workforce Development 100 Main St. SE Preston, MN 55965 507-765-2476 | NO | 0 |
| 13 | Indeed.com (via Greenhouse) | NO | 1 |
| 14 | Glassdoor (via Greenhouse) | NO | 0 |
| 15 | Linkedin Limited (via Greenhouse) | NO | 4 |
| 16 | Hubsource.mn (Rochester Chamber of Commerce) | NO | 0 |
| 17 | Station Facebook sites | NO | 0 |
| | | Total | 11 |

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III. RECRUITMENT INITIATIVES

| | Type Of Recruitment Initiative (Menu Selection) | Brief Description Of Activity |
|---|-----------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting | On May 27, 2022, On Air Talent hosted a group of hearing impaired students. He conducted a tour of the facilities and discussed career opportunities in the radio industry. |
| 2 | Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting | On August 11, 2022, On Air Talent hosted a group from Christ Community Church. She conducted a tour of the facilities and discussed career opportunities in the radio industry. |
| 3 | Participation in job fair | On May 18, 2022, Market President participated in and presented at the MBA Career Fair. |
| 4 | Participation in job fair | On March 25, 2022, On Air Talent presented at the Career Fair for St Charles Public Schools. |
| 5 | Training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination | On November 7, 2022, Director of Sales participated in this recorded webinar for training on FCC EEO obligations. |