

**EEO PUBLIC FILE REPORT**  
**Townsquare License, LLC**  
**Sioux Falls Employment Unit**  
**KYBB(FM), KIKN-FM, KKLS-FM, KKRC-FM,**  
**KSOO(AM), KXRB(AM), KXRB-FM, KSOO-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	5/1/2023	1, 2, 3, 4, 10	RS 1 - 0 RS 2 - 1 RS 3 - 0 RS 4 - 0 RS 8 - 0 <u>RS 10 - 1</u> Total: 2	10
Account Executive No. 2	10/30/2023	1, 2, 3, 4	RS 1 - 0 RS 2 - 0 RS 3 - 0 RS 4 - 0 <u>RS 8 - 1</u> Total: 1	8
Account Executive No. 3	8/14/2023	1, 2, 3, 4	RS 1 - 0 RS 2 - 1 RS 3 - 2 RS 4 - 0 <u>RS 8 - 1</u> Total: 4	8
Assistant Production Director	8/7/2023	Exigent circumstances	Exigent circumstances	Exigent circumstances
Director of Sales	12/30/2022	1, 2, 3, 4	RS 1 - 1 RS 2 - 0 RS 3 - 0 RS 4 - 0 RS 5 - 0 RS 6 - 0 <u>RS 7 - 0</u> Total: 1	1

**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	1

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2	Indeed.com (via Greenhouse)	N	2
3	LinkedIn (via Greenhouse)	N	2
4	Zip Recruiter (via Greenhouse)	N	0
5	Indeed.com (candidate sourced)	N	0
6	LinkedIn (candidate sourced)	N	0
7	Internal Company Marketing	N	0
8	On-Air Announcements	N	2
9	Employee Referral	N	0
10	South Dakota BIG Career & Internship Fair	N	1
<b>TOTAL INTERVIEWS</b>			<b>8</b>

**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 August 29, 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 February 14, 2023, two sales managers participated in the Dakota State University career and internship fair from 11am-3pm. The fair was open to DSU students and alumni of all majors.
3	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On February 28, 2023, two sales managers participated in the South Dakota B.I.G. (Business, Industry, & Government) career and internship fair from 10am-2pm held at the Ramkota Hotel and Conference Center in Sioux Falls. The fair was sponsored by the South Dakota Association of College Career Centers. The event was advertised to college-level students in the state of South Dakota and open to alumni, community members, and candidates from surrounding states. Candidates who attended were looking for internships and full-time jobs. The fair typically generates 300-800 candidates in a single day.
4	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On October 4, 2023, a sales manager participated in the Dakota State University career and internship fair from 10am-2pm. The fair was open to DSU students and alumni of all majors.
5	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On October 30, 2023, a sales manager participated in the 2023 Media and Journalism Department Career Fair at the University of South Dakota. The fair was held from 9am to

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		12 noon at the Al Neuharth Media Center and was open to students with interests and/or backgrounds in the following areas: advertising, social media marketing, graphic design, public relations, audio/video production, journalism (all platforms), digital strategy, and sports marketing. Students were looking for both internships and full-time positions.
6	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On November 1, 2023, a sales manager participated in the Fall 2023 Management, Economics, and Communication on-Campus Career Fair at the South Dakota State University. The event was hosted by the Ness School of Management & Economics, the School of Communication and Journalism, and the Office of Career Development. An on-campus fair took place from 12pm-4pm and interviews were held between participants and students/potential candidates from 3:30pm to 5pm. The sales manager was able to educate students on the broadcast industry and meet with potential interns and graduate school students who were looking for both part-time and full-time positions. The fair was open to SDSU students only.
7	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On November 20, 2023, two sales managers and one morning show on-air host participated in the FFA District 3 Leadership Development Event sponsored by Bon Homme High School. The three Townsquare representatives acted as judges for the Ag Broadcasting contest held at the Parker School.
8	Internship program designed to assist members of the community to acquire skills needed for broadcast employment	The EU hosted an intern from May 30, 2023 through August 9, 2023. The intern, who was collectively supervised by the Sales Manager, a Digital Sales Lead, and the Brand Manager, came into the station for twenty hours per week (Tuesday-Thursday) to assist with research, radio & digital presentations, radio production, and video production.