

**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
<i>Media &amp; Digital Sales</i>	3, 4, 9, 13, 14, 15, 16	1
<i>Media &amp; 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”)**

<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 Reporting Period</b>
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 <sup>st</sup> 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

<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 Reporting Period</b>
<b>12</b>	<b>Workforce Development 100 Main St. SE Preston, MN 55965 507-765-2476</b>	<b>NO</b>	<b>0</b>
<b>13</b>	<b>Indeed.com (via Greenhouse)</b>	<b>NO</b>	<b>1</b>
<b>14</b>	<b>Glassdoor (via Greenhouse)</b>	<b>NO</b>	<b>0</b>
<b>15</b>	<b>Linkedin Limited (via Greenhouse)</b>	<b>NO</b>	<b>4</b>
<b>16</b>	<b>Hubsource.mn (Rochester Chamber of Commerce)</b>	<b>NO</b>	<b>0</b>
<b>17</b>	<b>Station Facebook sites</b>	<b>NO</b>	<b>0</b>
		<b>Total</b>	<b>11</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
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.