

**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, 2020-November 30, 2021**

**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>	4, 9, 13, 14, 15	9
<i>Media &amp; Digital Sales</i>	9, 11, 13, 15	15
<i>Media &amp; Digital Sales</i>	9, 13, 15	15
<i>Media &amp; Digital Sales</i>	9, 13, 15	13

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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	0
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	Station Website Postings (one or more SEU Stations)	NO	2
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	<p align="center"> <b>Workforce Development</b>  <b>100 Main St. SE Preston, MN 55965</b>  <b>507-765-2476</b> </p>	NO	0
13	<p align="center"> <b>Indeed.com (via Greenhouse)</b> </p>	NO	4
14	<p align="center"> <b>Glassdoor (via Greenhouse)</b> </p>	NO	0
15	<p align="center"> <b>Linkedin Limited (via Greenhouse)</b> </p>	NO	2
16	<p align="center"> <b>Hubsource.mn (Rochester Chamber of Commerce)</b> </p>	NO	0
17	<p align="center"> <b>Station Facebook sites</b> </p>	NO	0
		<p align="center"><b>Total</b></p>	<p align="center"><b>8</b></p>

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Participation in event/program sponsored by an educational institution relating to careers in broadcasting	February 19, 2021 KYBA-FM On-Air talent spoke to a High School group at Rochester Plainview-Elgin-Millville’s Career & College Assemblies.
<b>2</b>	Participation in activities designed to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	April 20, 2021 On-Air talent was main speaker at American Business Women’s Association speaking about radio career and Townsquare Media.
<b>3</b>	Participation in job fair	Market President participated in the Metronet Career Fair on April 15, 2021.