

**KROC(AM), KROC-FM, KYBA(FM), KWWK(FM), KDCZ(FM),
 KDZZ(FM), KOLM(AM), KFIL-FM, KFIL(AM), and KVG(AM)**
Townsquare Media Rochester, LLC
EEO PUBLIC FILE REPORT
December 1, 2017 -November 30, 2018
AMENDED April 14, 2020

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>Assistant Business Manager</i>	29, 30, 31	29
<i>Media & Digital Sales/Account Executive</i>	29, 30	1
<i>Media & Digital Sales/Account Executive</i>	29, 30	1
<i>Media & Digital Sales/Account Executive</i>	29	1
<i>Media / Ignite Sales/Account Executive</i>	29, 30	31
<i>Senior Media & Digital Sales/Account Executive</i>	29, 31	31
<i>Senior Media & Digital Sales/Account Executive</i>	29, 31	31
<i>Senior Media & Digital Sales/Account Executive</i>	29, 31	31

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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	Charter Communications 1530 Greenview Dr. SW Rochester, MN 55902 507-280-0551	NO	0
5	KTTC/Fox 47 6301 Bandel Rd. NW Rochester, MN 55901 507-288-4444	NO	0
6	Rochester Post Bulletin 18 1 st Ave SE Rochester, MN 55904 507-285-7600	NO	0
7	Express Personnel 2360 Broadway North Rochester, MN 55906 507-285-1616	NO	0
8	Main Street Tattler 4517 Minnetonka Blvd., #104 Minneapolis, MN 55416	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	<p style="text-align: center;"> MBA Job Bank C/O Minnesota Broadcasters-Michelle Lappin 3033 Excelsior Blvd, Suite 103 Minneapolis, MN 55416 612-926-8123 </p>	NO	0
10	<p style="text-align: center;"> Brown Institute 1440 Northland Drive Mendota Heights, MN 55120 651-605-3440 </p>	NO	0
11	<p style="text-align: center;"> All Access Allaccess.com </p>	NO	0
12	<p style="text-align: center;"> Radio Online Radioonline.com </p>	NO	0
13	<p style="text-align: center;"> Radio & Records Radioandrecords.com </p>	NO	0
14	<p style="text-align: center;"> Rochester Community & Technical College 851 30th Ave. SE Rochester, MN 55904 507-285-7210 </p>	NO	0
15	<p style="text-align: center;"> Riverland Technical College 1900 8th Ave. NW Austin, MN 55912 507-433-0600 Amy Wangen </p>	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	<p align="center"> Winona State University 110 Gildemeister Hall Winona, MN 55987 507-457-5340 </p>	NO	0
17	<p align="center">SEU Internship Program</p>	NO	0
18	<p align="center">Jobs Fairs</p>	NO	0
19	<p align="center"> Fillmore Journal PO Box 496 Preston, MN 55965 507-765-2151 </p>	NO	0
20	<p align="center"> Bluff Country Shopper 119 Fillmore St. Preston, MN 55965 507-765-2752 </p>	NO	0
21	<p align="center"> Star Tribune PO Box 1255 Minneapolis, MN 55440 612-673-7446 </p>	NO	0
22	<p align="center"> Inside Radio Insiderradio.com </p>	NO	0
23	<p align="center"> Workforce Center/MN Job Bank Rochester, MN 507-285-7315 </p>	NO	2
24	<p> Station Website Postings (one or more SEU Stations) Kroc.com, quickcountry.com, klcxfm.com, y105fm.com, 1520theticket.com </p>	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Workforce Development 100 Main St. SE Preston, MN 55965 507-765-2476	NO	0
26	Olmsted County Journal 5074-288-5201	NO	0
27	JobVite	NO	0
28	Cresco Shopper 116 2 nd Ave. SE Cresco, IA 52136 563-547-2025	NO	0
29	INDEED.COM (via Greenhouse)	NO	63
30	GLASSDOOR (via Greenhouse)	NO	1
31	LINKEDIN (via Greenhouse)	NO	7
32	MONSTER JOBS (via Greenhouse)	NO	1
33	Hubsource.mn (Rochester Chamber of Commerce)	NO	0
	<i>Total number of Interview Candidates during the period</i>		77

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participation in Job Banks, Internet Programs, and other programs designed to promote outreach generally	Participated in a new online job bank platform provided by our City's Chamber of Commerce which is aiming to provide a diversified workforce for our region, connecting opportunity providers and opportunity seekers, and providing the tools, resources, and networks necessary to realize their perfect fit.
2	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	All employees were required to complete diversity and discrimination training and were required to provide a certificate of completion when they completed each training.
3	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	Regional Business Manager, Assistant Business Manager participated in FCC/EEO Training with TSM counsel.
4	Participate in event or program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On October 26, 2018, our KROC-FM Morning Show Co-Host/Brand Manager spoke to several students from Rochester's ALC School. He discussed his position and job duties, the ways in which we use social media to market our brands, how he got into the industry, and the future needs of our industry. The students learned what goes on behind the scenes at the radio station and ways their skills could lead them into a career in radio broadcasting.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
5	Participate in event or program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On October 2, 2018, our KYBA-FM Morning Show Host spoke to Winona State students at the RCTC Campus. He spoke about his position in Radio, what we do in radio, and how easy it would be for them to get into the business of Radio as a college student working in one of our Part-time positions while in school.