

**Townsquare Media Sioux Falls License, LLC
 KYBB(FM), KIKN(FM), KKLS(FM), KMXC(FM),
 KSOO(AM), KXRB(FM/AM), KSOO(FM)
 EEO PUBLIC FILE REPORT
 December 1, 2018 – November 30, 2019**

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
Account Executive (or “Digital Specialist”)	1,4,5,6,7,8,9,10,11,12,13,15,18	15
Account Executive (or “Digital Specialist”)	1,4,5,6,7,8,9,10,11,12,15,18	1
Digital Managing Editor	1,4,5,6,7,8,9,10,11,12,13,15,18	13
On-Air Announcer	1,3,4,5,6,7,8,9,10,11,12,15,18	3
On-Air Announcer	1,3,4,5,6, 7,8,9,10,11,12,15,18	15
Account Executive (or Marketing Specialist”)	1,4,5,6, 7,8,9,10,11,12,15,18	15

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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	On-Air Announcements (<i>all SEU stations</i>)	No	14
2	Sioux Falls Shopping News 4005 S. Western Ave. Sioux Falls, SD 57117	No	0
3	All Access Music Group (<i>for programming talent</i>) 29955 Pacific Coast Hwy Malibu, CA 90265	No	3
4	South Dakota Broadcasters Association Attn. Steve Willard P. O. Box 1037 Pierre, SD 57501	No	0
5	Augustana Student Success Center 2001 S. Summit Ave. Sioux Falls, SD 57197	No	0
6	Univ. of Sioux Falls Career Center 1101 W. 22 nd Street Sioux Falls, SD 57105	No	0
7	Univ. of South Dakota Academic & Career Placement 414 E. Clark Vermillion, SD 57069	No	0
8	South Dakota Univ. Center 4801 N. Career Ave. Sioux Falls, SD 57107	No	0
9	Southeast Technical Institute Career Center 2320 N. Career Ave. Sioux Falls, SD 57107	No	0
10	Univ. of South Dakota Beacom School of Business 414 E. Clark St. Vermillion, SD 57069	No	0
11	South Dakota State Univ. Career Center 1047 Medary Ave. Brookings, SD 5707-298	No	0
12	Dakota State Univ. Career Services 820 N. Washington Ave. Madison, SD 57042	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Word-of-Mouth Referral	No	4
14	Internal Promotion/Transfer	No	0
15	Station Website Postings <i>(all SEU stations)</i>	No	10
16	South Dakota State Univ. Job Fair <i>(See Section III)</i>	No	0
17	South Dakota Big Job Fair <i>(See Section III)</i>	No	0
18	Ohio Center for Broadcasting 5330 E. Main St., Suite 200 Columbus, OH 43213, phone: 614-245-0555 placement.columbus@beonair.com	Yes <i>(2/9/09)</i>	0
19	Sioux Falls Argus Leader / Career Builder Dot Com 200 S. Minnesota Ave. Sioux Falls, SD 57117	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			31

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1.	Establishment of Internship Program	During this reporting period our SEU hosted an on-air intern for 8-hours per week, January 30, 2019 – May 20, 2019, Monday – Sunday. The intern was supervised by one of the SEU’s Brand Managers. The intern’s duties included on-air board operation.
2.	Participate in Job Fair	On January 25, 2019, this SEU participated in the South Dakota State University Journalism and Mass Communications Department “Internship / Job Fair” at the Dana J. Dykhouse Stadium Club 71, in Brookings, South Dakota. Station participants included one SEU Sales Manager and one SEU Brand Manager who provided information about careers in broadcasting and job opportunities within the SEU. Resumes were accepted.
3.	Participate in Job Fair	On February 12, 2019, this SEU participated in the South Dakota Big Job Fair at the Sioux Empire Convention Center in Sioux Falls. SEU participants included two SEU Sales Managers and one SEU Brand Manager who manned the SEU booth and provided information about careers in broadcasting and job opportunities within the SEU. Resumes were accepted.
4	Participation in event/program sponsored by educational institutions relating to career opportunities in broadcasting.	On May 10, 2019, the SEU participated in a “Marketing” class at Augustana University in Sioux Falls, SD. SEU participants included the SEU Market Manager who provided information about careers in broadcasting and job opportunities within the SEU.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
5	Establishment of Internship Program	During this reporting period our SEU hosted an on-air intern for 8-hours per week, October 1, 2019 – November 29, 2019, Monday – Sunday. The intern was supervised by one of the SEU’s Brand Managers. The intern’s duties included on-air board operation.
6.	Participate in Job Fair	On October 28, 2019, the SEU participated in the University of South Dakota Media & Journalism Career Fair at the University of South Dakota Al Neuharth Media Center. SEU participants included one SEU Sales Manager who manned the SEU booth and provided information about careers in broadcasting and job opportunities within the SEU. Resumes were accepted.
7.	Participation in event/program sponsored by educational institutions relating to career opportunities in broadcasting.	On November 18, 2019, the SEU participated in the District III, Future Farmers of America Career Development Event “Ag Broadcasting” at Parker High School. Station participants included one SEU Sales Manager, one SEU Farm Broadcast Director, one SEU On-Air Announcer who judged participating FFA students competing in the event.