



Christopher Kitchen
Executive Vice President & General Counsel

April 23, 2020

EEO Staff
Policy Division, Media Bureau
Federal Communications Commission
445 Twelfth Street, S.W.
Washington, D.C. 20554

RE: EEO Audit – KFIL(AM), Preston, Minnesota (Facility Id. 34429)

Dear Sir or Madam:

Townsquare Media Rochester License, LLC (“Townsquare Rochester”), the licensee of broadcast station KFIL(AM), Preston, Minnesota, hereby responds to the Commission’s notice of audit issued to Townsquare Rochester for KFIL(AM). This response includes information about the following stations, which, with KFIL(AM), comprise Townsquare Rochester’s employment unit (the “Unit” or “Stations”):

KDCZ(FM), St. Charles, Minnesota (Facility Id. 56252)
KDOC-FM, Eyota, Minnesota (Facility Id. 162261)
KFIL-FM, Chatfield, Minnesota (Facility Id. 34428)
KFNL-FM, Spring Valley, Minnesota (Facility Id. 54631)
KOLM(AM), Rochester, Minnesota (Facility Id. 50288)
KROC(AM), Rochester, Minnesota (Facility Id. 61321)
KROC-FM, Rochester, Minnesota (Facility Id. 61323)
KWWK(FM), Rochester, Minnesota (Facility Id. 50289)
KYBA(FM), Stewartville, Minnesota (Facility Id. 67336)

a. **Public File Report.** Copies of Townsquare Rochester’s two most recent EEO public file reports for the periods covering December 1, 2017 to November 30, 2018 (“2017-2018 Reporting Period”) and December 1, 2018 to November 30, 2019 (“2018-2019 Reporting Period”) (the 2017-2018 Reporting Period and the 2018-2019 Reporting Period, together, the “Audit Period”) are attached as Exhibit 1 and Exhibit 2, respectively. As noted on the face of the reports, both were amended on April 14, 2020.

The Stations’ website addresses are <https://therockofrochester.com/>, <https://1039thedoc.com/>, <https://kfilradio.com/>, <https://fun1043.com/>, <https://1520theticket.com/>, <https://kroc.com/>, <https://krocnews.com/>, <https://quickcountry.com/>, and <https://y105fm.com/>. The Unit’s most

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recent public file report is posted on each of these websites. The date of each full-time hire during the Audit Period is provided in Exhibit 3.

b. ***Supporting Documentation for Vacancies.*** Copies of all available communications retained by the Unit announcing the vacancies for the full-time positions filled during the Audit Period are attached as Exhibit 4.¹ During the Audit Period, Townsquare Rochester began using a corporate recruiting process through a recruiting company called Greenhouse. Greenhouse exports the vacancy listing to a variety of sources, including Indeed.com, LinkedIn.com, Glassdoor.com, and Monster.com. Exhibit 4 includes information excerpted from reports that Greenhouse provides to Townsquare Rochester. These reports indicate the source that referred each applicant for the various full-time positions filled during the Audit Period. Not all of these applicants were interviewed. Exhibit 4 also contains screenshots of vacancy notices sent to and/or posted with the recruitment sources listed in the EEO public file reports for the Audit Period. None of these recruitment sources have requested to be notified of full-time job openings. The Unit did not air any vacancy-specific notices during the Audit Period.

c. ***Total Number of Interviewees and Referral Sources.*** The total number of interviewees for each full-time vacancy filled during the Audit Period and the referral sources for each interviewee are provided in Exhibit 3.

d. ***Documentation of Recruitment Initiatives.*** The Unit personnel involved in each recruitment initiative performed during the Audit Period is reflected in the EEO public file reports (see Exhibit 1 and Exhibit 2). Documentation of these initiatives is provided in Exhibit 5. The Unit currently has a total of 20 full-time employees. The Stations operate in a market with a population that is less than 250,000.² Therefore, the Unit is required to perform two recruitment initiatives within a two-year period pursuant to 47 C.F.R. §§ 73.2080(c)(2) and (e)(3).

e. ***Discrimination Complaints.*** There are no pending or resolved complaints alleging unlawful discrimination in the employment practices of the Unit during the current license term.

f. ***Management's EEO Responsibilities.*** EEO compliance is an integral function of management at all levels within the Unit. The Market President requires department managers to attend weekly meetings, during which they discuss general employment issues and training, as well as methods for handling problems that might arise in these areas. The department managers

¹ Please note that the employees who handled EEO requirements in 2017-2018 are no longer with the company; therefore, some information from the 2017-2018 Reporting Period is not available.

² Several of the Stations operate in the Rochester, MN Metropolitan Statistical Area, which had a population of 206,877 according to the 2010 U.S. Census. The other Stations operate in Chatfield, MN (2,779 people), Eyota, MN (1,977 people), Preston, MN (1,325 people), Spring Valley, MN (2,479 people), St. Charles, MN (3,735 people), and Stewartville, MN (5,916 people).

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also are taught to conduct interviews and performance reviews in a manner that is in line with the Unit's EEO policy. The Market President works with the department heads to ensure that decisions regarding hiring and promotion are carried out in a non-discriminatory fashion. All job openings must be filtered through the Business Manager, who is responsible for EEO compliance. No job can be filled by a department head without prior approval of the Market President, who signs off on EEO compliance. The management team is informed of EEO requirements by written guidelines forwarded by the Minnesota Broadcasters Association, the National Association of Broadcasters, and the Unit's legal services. Though the department managers actively participate in the process, the Market President bears the ultimate responsibility for enforcement of the Unit's EEO policy.

Townsquare Rochester makes a concerted effort to ensure that both employees and applicants are well-informed of the Unit's EEO policy. Upon commencement of employment, every employee receives a copy of Townsquare Media's Employee Policy Manual, which contains a description of the Unit's EEO policy. The EEO policy and other employment-related regulations are also posted in common areas of the Stations, and all of the Stations' websites post that Townsquare Rochester is an Equal Opportunity Employer. In addition, management periodically holds department head meetings to discuss EEO and other employment-related issues. Applicants are informed of the Unit's EEO policies through the interview process and by the application itself, which states the policy.

g. *Analysis of EEO Program's Effectiveness.* The success of Townsquare Rochester's EEO recruiting program is vital to the success of the Unit, and management therefore devotes a significant amount of time and resources to evaluating the success of its outreach initiatives, and the program as a whole. The Market President and the heads of the various departments assess the success of each outreach initiative on a case-by-case basis. After each job fair, community event, or other outreach initiative, the participants in that event, together with management, analyze the relative success of the event, including number of attendees, interest levels, number and quality of applications received (if applicable), and the like. Likewise, management actively evaluates the sources and methods by which it advertises specific job vacancies in order to ensure that the Stations receive a wide variety of qualified applicants for all employment positions.

Management recognizes that a large part of the Unit's recruitment program involves its efforts to post all available positions with an extensive list of agencies and organizations in the community. The Unit periodically adds organizations to its recruitment source list as they come to its attention and checks on organizations to confirm their contact information. Thus, the process of constant self-evaluation allows the Unit to continue to utilize the most effective methods, while strategizing how to strengthen its other outreach efforts.

Management has determined that participation in local job fairs and career fairs, coupled with its vacancy-specific announcements, allows station personnel to come into contact with, and select its employees from, a wide cross-section of members in the community. And it

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continually evaluates and modifies its program to ensure and optimize recruiting success. In addition, Townsquare Rochester draws upon the human resources department of its parent, Townsquare Media, to monitor and ensure its own EEO compliance.

h. *Analysis of Pay, Benefits and Selection Techniques.* Townsquare Rochester strives to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that the Unit provides equal opportunities to all employees and applicants.

Townsquare Rochester does not have any union agreements, is not a religious broadcaster, and is not subject to a time brokerage agreement.

I certify that the information and statements herein are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge that the attached exhibits are considered material representations.

Please address any questions concerning this letter to Townsquare Rochester's counsel, Howard Liberman of Wilkinson Barker Knauer LLP, at (202) 383-3373.

Very Truly Yours,

A handwritten signature in black ink, appearing to read "CKitchen", with a long horizontal flourish extending to the right.

Christopher Kitchen
Executive Vice President
General Counsel

Exhibit 1

EEO Public File Report for 2017-2018 Reporting Period

**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

**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

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>Winona State University 110 Gildemeister Hall Winona, MN 55987 507-457-5340</p>	NO	0
17	SEU Internship Program	NO	0
18	Jobs Fairs	NO	0
19	<p>Fillmore Journal PO Box 496 Preston, MN 55965 507-765-2151</p>	NO	0
20	<p>Bluff Country Shopper 119 Fillmore St. Preston, MN 55965 507-765-2752</p>	NO	0
21	<p>Star Tribune PO Box 1255 Minneapolis, MN 55440 612-673-7446</p>	NO	0
22	<p>Inside Radio Insiderradio.com</p>	NO	0
23	<p>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	<p align="center"> Workforce Development 100 Main St. SE Preston, MN 55965 507-765-2476 </p>	NO	0
26	<p align="center"> Olmsted County Journal 5074-288-5201 </p>	NO	0
27	<p align="center"> JobVite </p>	NO	0
28	<p align="center"> Cresco Shopper 116 2nd Ave. SE Cresco, IA 52136 563-547-2025 </p>	NO	0
29	<p align="center"> INDEED.COM (via Greenhouse) </p>	NO	63
30	<p align="center"> GLASSDOOR (via Greenhouse) </p>	NO	1
31	<p align="center"> LINKEDIN (via Greenhouse) </p>	NO	7
32	<p align="center"> MONSTER JOBS (via Greenhouse) </p>	NO	1
33	<p align="center"> Hubsource.mn (Rochester Chamber of Commerce) </p>	NO	0
	<p align="center"> <i>Total number of Interview Candidates during the period</i> </p>		77

**KROC(AM), KROC-FM, KYBA(FM), KWWK(FM), KDCZ(FM),
KDZZ(FM), KOLM(AM), KFIL-FM, KFIL(AM), and
KVGO(FM)**

**Townsquare Media Rochester,
LLC EEO PUBLIC FILE
REPORT**

**December 1, 2017 -November 30, 2018
AMENDED April 14, 2020**

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.

Exhibit 2

EEO Public File Report for 2018-2019 Reporting Period

**KROC(AM), KROC-FM, KYBA(FM), KWWK(FM), KDCZ(FM),
 KDOC-FM, KOLM(AM), KFIL-FM, KFIL(AM), and KFNL-FM**
Townsquare Media Rochester, LLC
EEO PUBLIC FILE REPORT
December 1, 2018-November 30, 2019
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I. VACANCY LIST

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<i>Media & Digital Sales/Account Executive</i>	13, 14, 15, 16	1
<i>Media & Digital Sales, Senior/Account Executive</i>	8, 13, 14, 15, 16	1
<i>Media & Digital Sales/Account Executive</i>	8, 13, 14, 15, 16	1
<i>Media & Digital Sales/Account Executive</i>	4, 8, 13, 14, 15, 16	2
<i>On Air Host</i>	4, 5, 8, 13, 14, 15, 16	5

**KROC(AM), KROC-FM, KYBA(FM), KWWK(FM), KDCZ(FM),
KDOC-FM, KOLM(AM), KFIL-FM, KFIL(AM), and KFNL-FM
Townsquare Media Rochester, LLC
EEO PUBLIC FILE REPORT
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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	5
2	Non-Employee Referral	NO	2
3	On-Air Announcement (all SEU stations)	NO	0
4	Rochester Post Bulletin 18 1 st Ave SE Rochester, MN 55904 507-285-7600	NO	0
5	All Access Allaccess.com	NO	3
6	Radio Online Radioonline.com	NO	0
7	Radio & Records Radioandrecords.com	NO	0
8	Jobs Fairs	NO	2
9	Station Website Postings (one or more SEU Stations)	NO	0
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"> Workforce Development 100 Main St. SE Preston, MN 55965 507-765-2476 </p>	NO	0
13	<p align="center"> Indeed.com (via Greenhouse) </p>	NO	4
14	<p align="center"> Glassdoor (via Greenhouse) </p>	NO	0
15	<p align="center"> Linkedin Limited (via Greenhouse) </p>	NO	0
16	<p align="center"> Hubsource.mn (Rochester Chamber of Commerce) </p>	NO	0
17	<p align="center"> Station Facebook sites </p>	NO	0
		<p align="center">Total</p>	<p align="center">16</p>

**KROC(AM), KROC-FM, KYBA(FM), KWWK(FM), KDCZ(FM),
KDOC-FM, KOLM(AM), KFIL-FM, KFIL(AM), and KFNL-FM
Townsquare Media Rochester, LLC
EEO PUBLIC FILE REPORT
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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	Participate in event or program sponsored by or on behalf of an educational institution or community organization relating to careers in broadcasting	Throughout the reporting period, on-air talent from KROC-FM, KWWK-FM, and Y105-FM provided tours of our facilities to organizations, including the Pine Island Girl Scouts and American Heritage Troop 0521, providing behind-the-scenes insight into the operations of our stations.
3	Participation in activities with the goal of disseminating information about broadcasting employment opportunities	On January 11, 12 and 13, 2019, Townsquare Media Rochester maintained a booth at the Rochester Home and Vacation show recruiting for open positions.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
4	Participation in Job Fair	On April 23, 2019, Townsquare Media participated in the Rochester Post Bulletin Job Fair held at Rochester Community and Technical College.

Exhibit 3

Date of Each Full-Time Hire

Referral Sources for Interviewees for Each Vacancy

Total Interviewees for Each Vacancy



New Job Vacancy

General Information:

1. Job Title: **Assistant Business Manager**
2. Station: **ALL**
3. Date Position Filled: **02/05/2018**

Recruitment Source (RS): No. of Interviewees Referred by RS for this Vacancy:

• Employee Referral	_____
• Workforce Center/MN Job Bank	_____
• Indeed via Greenhouse	<u>49</u>
• Glassdoor via Greenhouse	<u>1</u>
• LinkedIn via Greenhouse	<u>3</u>
• Monster Jobs via Greenhouse	_____

Total Number of Interviewees for this vacancy: 53

RS Referring Hiree: Indeed



New Job Vacancy

General Information:

1. Job Title: **Account Executive**
2. Station: **ALL**
3. Date Position Filled: **02/26/2018**

Recruitment Source (RS): No. of Interviewees Referred by RS for this Vacancy:

- | | |
|--------------------------------|---------------|
| • Employee Referral | <u> 1 </u> |
| • Workforce Center/MN Job Bank | <u> 2 </u> |
| • Indeed via Greenhouse | <u> 3 </u> |
| • Glassdoor via Greenhouse | <u> </u> |
| • LinkedIn via Greenhouse | <u> </u> |
| • Monster Jobs via Greenhouse | <u> 1 </u> |

Total Number of Interviewees for this vacancy: 7

RS Referring Hiree: Employee Referral



New Job Vacancy

General Information:

1. Job Title: **Account Executive**
2. Station: **ALL**
3. Date Position Filled: **03/05/2018**

Recruitment Source (RS):

No. of Interviewees Referred by RS for this Vacancy:

- | | |
|--------------------------------|-------------------|
| • Employee Referral | <u> 1 </u> |
| • Workforce Center/MN Job Bank | <u> </u> |
| • Indeed via Greenhouse | <u> 6 </u> |
| • Glassdoor via Greenhouse | <u> </u> |
| • LinkedIn via Greenhouse | <u> </u> |
| • Monster Jobs via Greenhouse | <u> </u> |

Total Number of Interviewees for this vacancy: 7

RS Referring Hiree: Employee Referral



New Job Vacancy

General Information:

1. Job Title: **Account Executive**
2. Station: **ALL**
3. Date Position Filled: **09/19/2018**

Recruitment Source (RS):

No. of Interviewees Referred by RS for this Vacancy:

- Employee Referral _____
- Workforce Center/MN Job Bank _____
- Indeed via Greenhouse _____
- Glassdoor via Greenhouse _____
- LinkedIn via Greenhouse 1
- Monster Jobs via Greenhouse _____

Total Number of Interviewees for this vacancy: 1

RS Referring Hiree: LinkedIn



New Job Vacancy

General Information:

1. Job Title: **Account Executive**
2. Station: **ALL**
3. Date Position Filled: **11/30/2018**

Recruitment Source (RS): No. of Interviewees Referred by RS for this Vacancy:

- Employee Referral 1
- Workforce Center/MN Job Bank _____
- Indeed via Greenhouse _____
- Glassdoor via Greenhouse _____
- LinkedIn via Greenhouse _____
- Monster Jobs via Greenhouse _____

Total Number of Interviewees for this vacancy: 1

RS Referring Hiree: Employee Referral



New Job Vacancy

General Information:

1. Job Title: **Account Executive**
2. Station: **ALL**
3. Date Position Filled: **12/3/2018**

Recruitment Source (RS):	No. of Interviewees Referred by RS for this Vacancy:
--------------------------	--

- | | |
|-------------------------------|------------------|
| • Employee Referral | <u> </u> |
| • Non-Employee Referral | <u> 1 </u> |
| • All Access | <u> </u> |
| • Indeed via Greenhouse | <u> 3 </u> |
| • Glassdoor via Greenhouse | <u> </u> |
| • LinkedIn via Greenhouse | <u> </u> |
| • Monster Jobs via Greenhouse | <u> </u> |

Total Number of Interviewees for this vacancy:	<u> 4 </u>
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RS Referring Hiree: Non-Employee Referral



New Job Vacancy

General Information:

1. Job Title: **Account Executive**
2. Station: **ALL**
3. Date Position Filled: **12/28/2018**

Recruitment Source (RS): No. of Interviewees Referred by RS for this Vacancy:

- Employee Referral 1
- Community Partner Referral _____
- All Access _____
- Indeed via Greenhouse _____
- Glassdoor via Greenhouse _____
- LinkedIn via Greenhouse _____
- Monster Jobs via Greenhouse _____

Total Number of Interviewees for this vacancy: 1

RS Referring Hiree: Employee Referral



New Job Vacancy

General Information:

- 1. Job Title: **Account Executive**
- 2. Station: **ALL**
- 3. Date Position Filled: **05/03/2019**

Recruitment Source (RS):	No. of Interviewees Referred by RS for this Vacancy:
--------------------------	--

- | | |
|-------------------------------|-------|
| • Employee Referral | 1 |
| • Community Partner Referral | _____ |
| • All Access | _____ |
| • Indeed via Greenhouse | _____ |
| • Glassdoor via Greenhouse | _____ |
| • LinkedIn via Greenhouse | _____ |
| • Monster Jobs via Greenhouse | _____ |

Total Number of Interviewees for this vacancy:	1
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RS Referring Hiree: Employee Referral



New Job Vacancy

General Information:

1. Job Title: **On Air Talent**
2. Station: **ALL**
3. Date Position Filled: **06/03/2019**

Recruitment Source (RS): No. of Interviewees Referred by RS for this Vacancy:

- Employee Referral 2
- Non-Employee Referral 1
- All Access 3
- Indeed via Greenhouse 1
- Glassdoor via Greenhouse _____
- LinkedIn via Greenhouse _____
- Monster Jobs via Greenhouse _____

Total Number of Interviewees for this vacancy: 7

RS Referring Hiree: All Access



New Job Vacancy

General Information:

1. Job Title: **Account Executive**
2. Station: **ALL**
3. Date Position Filled: **08/07/2019**

Recruitment Source (RS): No. of Interviewees Referred by RS for this Vacancy:

- | | |
|-------------------------------|--------------|
| • Employee Referral | <u> 1 </u> |
| • Community Partner Referral | _____ |
| • All Access | _____ |
| • Job Fairs | <u> 2 </u> |
| • Indeed via Greenhouse | _____ |
| • Glassdoor via Greenhouse | _____ |
| • LinkedIn via Greenhouse | _____ |
| • Monster Jobs via Greenhouse | _____ |

Total Number of Interviewees for this vacancy: 3

RS Referring Hiree: Employee Referral

Exhibit 4

Documentation of Recruitment for Vacancies



Search



James J Berry Jr

Leader, Mentor, Teacher,
Talent Developer, and
Brand Builder at
Townsquare Media.

Followers 2,216

+ Follow



James J Berry Jr • 2nd

Leader, Mentor, Teacher, Talent Developer, and Brand Builder at Townsquare M...
3yr

We're on the search for a someone to lead our Rochester Business Department!

Position: Business Manager

Submit Your Resume: <https://lnkd.in/eZUQ-Wt>

BACKGROUND:

Townsquare Media Group is a diversified media, entertainment, and digital marketing services company that owns and operates radio, digital, and live event properties. The Company specializes in creating and distributing original entertainment, music, and lifestyle content. Our assets include 312 radio stations and over 325 local companion websites in 66 small to mid-sized markets, a national portfolio of music and entertainment digital properties reaching over 50 million US unique visitors monthly, including Taste of Country, Diffuser fm, Ultimate Classic Rock, Loudwire, The FW, GuySpeed, ScreenCrush and PopCrush, and approximately 600 live music and non-music events annually, including the Taste of Country Music Festival, Mountain Jam, and Country Jam. Funds managed by Oaktree Capital Management are the Company's largest equity holder.

Like Comment Share

Be the first to react

Last Name	First Name	Applied For	Sourcing strategy	Source	Application Date
		Accounting Assistant (Assistant Business Manager) - Rochester	Third-party boards	Responded to an ad on Indeed	06/30/2017
		Accounting Assistant (Assistant Business Manager) - Rochester	Third-party boards	Responded to an ad on Indeed	06/24/2017
		Accounting Assistant (Assistant Business Manager) - Rochester	Third-party boards	Responded to an ad on Indeed	06/27/2017
		Accounting Assistant (Assistant Business Manager) - Rochester	Third-party boards	Responded to an ad on Indeed	06/21/2017
		Accounting Assistant (Assistant Business Manager) - Rochester	Third-party boards	Responded to an ad on Indeed	06/19/2017
		Accounting Assistant (Assistant Business Manager) - Rochester	Third-party boards	Responded to an ad on Indeed	06/20/2017
		Accounting Assistant (Assistant Business Manager) - Rochester	Third-party boards	Responded to an ad on Indeed	06/20/2017
		Accounting Assistant (Assistant Business Manager) - Rochester	Third-party boards	Responded to an ad on Indeed	06/20/2017

erry
Developer,
ilder at
Media.

2,199

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James Berry

Leader, Talent Developer, and Brand Builder at Townsquare Media.
1mo • Edited •

We're hiring! The economy and Townsquare Media are both thriving in Rochester, Minnesota. Our cluster of radio stations come (total audience) is up 10% in 4 years, our quarter-hour audience (average 15 minute set of ears) is up 50%, and visitors to our sites and APPs have more than tripled. Meanwhile, over \$4,000,000,000 (that's 4 billion dollars) worth of construction began last year as the city explodes with 3 million visitors annually. TSM Rochester is looking for a Creative Services Director to help lead our client and station branding. We also need a fantastic marketing talent for an Account Executive opening. And, we're looking for a few fine Part-Time Producers. If you know any talented folks that may be interested, please send them my way. JB@Townsquaremedia.com #marketing #radio #media #socialmedia #advertising



Construction Dive's 'mini megacities' to watch: Rochester, Minnesota
constructiondive.com

8 • 2 Comments

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Companies

Wells Fargo
Advisors
81,328 followers

BBC
1,479,756 followers

The Wall Street
Journal
7,049,076 followers

[See all compani](#)

Last Name	First Name	Applied For	Sourcing strategy	Source	Application Date
		Media and Digital Sales Executive- Rochester, MN	Third-party boards	Responded to an ad on Indeed	01/29/2018
		Media and Digital Sales Executive- Rochester, MN	Company marketing	Applied through your website's jobs page	11/28/2017
		Media and Digital Sales Executive- Rochester, MN	Third-party boards	Responded to an ad on Indeed	11/22/2017
		Media and Digital Sales Executive- Rochester, MN	Company marketing	Applied through your website's jobs page	09/19/2017
		Media and Digital Sales Executive- Rochester, MN	Third-party boards	Responded to an ad on Indeed	11/13/2017
		Media and Digital Sales Executive- Rochester, MN	Company marketing	Market Outreach	02/28/2018
		Media and Digital Sales Executive- Rochester, MN	Other	Employee Referral	02/28/2018
		Media and Digital Sales Executive- Rochester, MN	Company marketing	Market Outreach	02/16/2018
		Media and Digital Sales Executive- Rochester, MN	Company marketing	Applied through your website's jobs page	09/26/2017
		Media and Digital Sales Executive- Rochester, MN	Company marketing	Applied through your website's jobs page	02/08/2018
		Media and Digital Sales Executive- Rochester, MN	Third-party boards	Responded to an ad on Glassdoor	02/01/2018
		Media and Digital Sales Executive- Rochester, MN	Company marketing	Applied through your website's jobs page	12/15/2017
		Media and Digital Sales Executive- Rochester, MN	Company marketing	Applied through your website's jobs page	11/26/2017
		Media and Digital Sales Executive- Rochester, MN	Company marketing	Applied through your website's jobs page	09/27/2017
		Media and Digital Sales Executive- Rochester, MN	Third-party boards	Responded to an ad on Glassdoor	11/06/2017

Last Name	First Name	Applied For	Sourcing strategy	Source	Application Date
		Media and Digital Sales Executive -	Third-party boards	Responded to an ad on Indeed	11/08/2017
		Media and Digital Sales Executive -	Company marketing	Applied through your website's jobs page	03/17/2018
		Media and Digital Sales Executive -	Other	Greenhouse Applicant	04/03/2018
		Media and Digital Sales Executive -	Third-party boards	Responded to an ad on Indeed	03/09/2018
		Media and Digital Sales Executive -	Third-party boards	Responded to an ad on Indeed	02/23/2018
		Media and Digital Sales Executive -	Company marketing	Applied through your website's jobs page	02/18/2018
		Media and Digital Sales Executive -	Company marketing	Applied through your website's jobs page	01/28/2018
		Media and Digital Sales Executive -	Third-party boards	Responded to an ad on Indeed	02/13/2018
		Media and Digital Sales Executive -	Third-party boards	Responded to an ad on Indeed	01/05/2018
		Media and Digital Sales Executive -	Company marketing	Applied through your website's jobs page	11/23/2017

Last Name	First Name	Applied For	Sourcing strategy	Source	Application Date
		New Hire Request- Digital Sales Executive- Rochester/Faribault&Owatanna	Third-party boards	Responded to an ad on Indeed	04/12/2018

Last Name	First Name	Applied For	Sourcing strategy	Source	Application Date
		Media and Digital Sales Executive - Rochester	Third-party boards	Responded to an ad on Indeed	08/20/2018
		Media and Digital Sales Executive - Rochester	Company marketing	Applied through your website's jobs page	08/23/2018
		Media and Digital Sales Executive - Rochester	Third-party boards	Responded to an ad on Indeed	09/13/2018
		Media and Digital Sales Executive - Rochester	Third-party boards	Responded to an ad on Indeed	08/25/2018
		Media and Digital Sales Executive - Rochester	Third-party boards	Responded to an ad on Indeed	08/22/2018
		Media and Digital Sales Executive - Rochester	Company marketing	Applied through your website's jobs page	08/21/2018
		Media and Digital Sales Executive - Rochester	Company marketing	Market Outreach	09/17/2018

Last Name	First Name	Applied For	Sourcing strategy	Source	Application Date
		NEW HIRE REQUEST - Media and Digital Sales Executive - Rochester	Company marketing	Previous Employee	09/17/2018

Last Name	First Name	Applied For	Sourcing strategy	Source	Application Date
		Media Account Executive - Rochester, MN	Company marketing	Previous Employee	11/28/2018

James Berry
 Talent Developer,
 Brand Builder at
 Townsquare Media.

2,199
 2

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James Berry
 Leader, Talent Developer, and Brand Builder at Townsquare Media.
 2mo • Edited

Spread the word - Great opportunity in SE MN! #media #radio #digital #greatorportunity #talent

Ben Taylor • 1st
 Market President / Chief Revenue Officer at Townsquare Media
 2mo • Edited

Are you ready to come work for a media & digital company that specializes in connecting communities with content they love, influencers they trust & products they want?? ...see more



4

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Schools

- Penn State University**
582,511 followers
- Milton Hershey School**
6,520 followers
- Nassau Community College**
52,680 followers

Groups

- DigiMN - Digital I Minnesota**
581 members
- Leadership Think**
289,405 members
- SocialMediopolis.**

From: The Post-Bulletin <email@thejobnetwork.info>
Date: April 20, 2019 at 5:52:18 AM CDT
To: @townsquaremedia.com>
Subject: Your Job Posting Has Been Approved
Reply-To: %%ReplyToName%%
@thejobnetwork.info>

Multi-Media Account Executive has been posted.

[View this email in your web browser](#)



Your Job Has Been Posted!



Congratulations!

Your job posting for Multi-Media Account Executive is now live and accessible online to job seekers. We found **44** candidate(s) in our database that match your job requirements. You can view all candidates directly within [your employer account](#).

If applicants apply via our system, you will also be notified via email each time a new candidate applies to your job. To login to your account, use the following information:

Best regards,
The Post-Bulletin

This email has been sent to @townsquaremedia.com. To unsubscribe from future emails, please [click here](#).

This email was sent by: **The Post-Bulletin**
18 First Ave. S.E., Rochester, Minnesota, 55903, United States

Last Name	First Name	Applied For	Sourcing strategy	Source	Application Date
		Media and Digital Sales Executive - Rochester	Company marketing	Market Outreach	09/28/2018
		Media and Digital Sales Executive - Rochester	Third-party boards	Responded to an ad on Indeed	09/16/2018
		Media and Digital Sales Executive - Rochester	Third-party boards	Responded to an ad on Indeed	07/26/2018
		Media and Digital Sales Executive - Rochester	Third-party boards	Responded to an ad on Indeed	09/18/2018
		Media and Digital Sales Executive - Rochester	Third-party boards	Responded to an ad on Indeed	08/14/2018
		Media and Digital Sales Executive - Rochester	Third-party boards	Responded to an ad on Indeed	07/02/2018
		Media and Digital Sales Executive - Rochester	Third-party boards	Responded to an ad on Indeed	05/18/2018
		Media and Digital Sales Executive - Rochester	Company marketing	Applied through your website's jobs page	09/03/2018
		Media and Digital Sales Executive - Rochester	Third-party boards	Responded to an ad on Indeed	07/06/2018
		Media and Digital Sales Executive - Rochester	Third-party boards	Responded to an ad on Indeed	05/29/2018
		Media and Digital Sales Executive - Rochester	Third-party boards	Responded to an ad on Indeed	11/15/2018
		Media and Digital Sales Executive - Rochester	Third-party boards	Responded to an ad on Indeed	09/27/2018
		Media and Digital Sales Executive - Rochester	Third-party boards	Responded to an ad on Indeed	11/13/2018
		Media and Digital Sales Executive - Rochester	Company marketing	Applied through your website's jobs page	11/08/2018
		Media and Digital Sales Executive - Rochester	Third-party boards	Responded to an ad on Indeed	05/23/2018
		Media and Digital Sales Executive - Rochester	Company marketing	Applied through your website's jobs page	10/29/2018
		Media and Digital Sales Executive - Rochester	Third-party boards	Responded to an ad on Indeed	10/29/2018
		Media and Digital Sales Executive - Rochester	Third-party boards	Responded to an ad on Indeed	09/18/2018
		Media and Digital Sales Executive - Rochester	Third-party boards	Responded to an ad on Indeed	10/07/2018
		Media and Digital Sales Executive - Rochester	Company marketing	Applied through your website's jobs page	09/20/2018
		Media and Digital Sales Executive - Rochester	Company marketing	Applied through your website's jobs page	07/09/2018
		Media and Digital Sales Executive - Rochester	Company marketing	Applied through your website's jobs page	05/29/2018
		Media and Digital Sales Executive - Rochester	Third-party boards	Responded to an ad on Indeed	05/21/2018
		Media and Digital Sales Executive - Rochester	Company marketing	Applied through your website's jobs page	07/20/2018
		Media and Digital Sales Executive - Rochester	Third-party boards	Responded to an ad on Indeed	06/18/2018
		Media and Digital Sales Executive - Rochester	Third-party boards	Responded to an ad on Indeed	06/04/2018
		Media and Digital Sales Executive - Rochester	Company marketing	Applied through your website's jobs page	05/23/2018
		Media and Digital Sales Executive - Rochester	Third-party boards	Responded to an ad on Indeed	05/18/2018

Last Name	First Name	Applied For	Sourcing strategy	Source	Application Date
		NEW HIRE REQUEST - Media and Digital Sales Executive - Rochester	Company marketing	Market Outreach	12/20/2018

Last Name	First Name	Applied For	Sourcing strategy	Source	Application Date
		Media Account Executive - Rochester, MN	Other	Employee Referral	04/22/2020
		Media Account Executive - Rochester, MN	Third-party boards	Responded to an ad on Indeed	04/18/2019
		Media Account Executive - Rochester, MN	Third-party boards	Responded to an ad on Indeed	07/16/2019
		Media Account Executive - Rochester, MN	Third-party boards	Responded to an ad on Indeed	07/16/2019
		Media Account Executive - Rochester, MN	Third-party boards	Responded to an ad on Indeed	05/13/2019
		Media Account Executive - Rochester, MN	Company marketing	Applied through your website's jobs page	05/21/2019
		Media Account Executive - Rochester, MN	Third-party boards	Responded to an ad on Indeed	04/21/2019
		Media Account Executive - Rochester, MN	Third-party boards	Responded to an ad on Indeed	08/07/2019
		Media Account Executive - Rochester, MN	Third-party boards	Responded to an ad on Indeed	04/19/2019
		Media Account Executive - Rochester, MN	Third-party boards	Responded to an ad on Indeed	04/19/2019
		Media Account Executive - Rochester, MN	Company marketing	Applied through your website's jobs page	07/24/2019
		Media Account Executive - Rochester, MN	Third-party boards	Responded to an ad on Indeed	06/25/2019
		Media Account Executive - Rochester, MN	Company marketing	Market Outreach	08/13/2019
		Media Account Executive - Rochester, MN	Third-party boards	Responded to an ad on Indeed	04/23/2019
		Media Account Executive - Rochester, MN	Third-party boards	Responded to an ad on Indeed	06/21/2019
		Media Account Executive - Rochester, MN	Third-party boards	Responded to an ad on Indeed	05/24/2019
		Media Account Executive - Rochester, MN	Third-party boards	Responded to an ad on Indeed	04/22/2019
		Media Account Executive - Rochester, MN	Company marketing	Applied through your website's jobs page	04/23/2019
		Media Account Executive - Rochester, MN	Third-party boards	Responded to an ad on Indeed	04/20/2019
		Media Account Executive - Rochester, MN	Third-party boards	Responded to an ad on Indeed	04/18/2019
		Media Account Executive - Rochester, MN	Third-party boards	Responded to an ad on Indeed	07/16/2019



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Multi-Media Country Talent Needed in Rochester

1 post • Page 1 of 1

Multi-Media Country Talent Needed in Rochester

by [t_dunken](#) » Tue Feb 26, 2019 9:51 am

Townsquare Media in Rochester, MN is searching for our next social influencer. We need a superstar that can produce great content on-air, online, and on social media. Is that you?

Learn more and apply here:

[http://www.townsquaremedia.com/careers/ ... d=1495667](http://www.townsquaremedia.com/careers/...d=1495667)

Some quick facts about Rochester:

- The city had long been a fixture on Money magazine's "Best Places to Live" index.
- Rochester ranked second in Quality of Life by American City Business Journal.
- Rochester ranked sixth in Kiplinger's Personal Finance magazine's 10 Best Cities for the Next Decade.
- Golf Digest and Golf for Women both ranked Rochester as the fifth best golf market in the midwest in 2006.
- Rochester was ranked the 5th best city to retire in by the Milken Institute.
- Rochester is home to world famous Mayo Clinic which employs 35k and attracts over 2 million visitors annually.

Applicants must be social media savvy, regularly contribute content to the station's website and YouTube channel, and the successful candidate must be able to connect and engage with the station's target audience by keeping up with relevant trends and pop culture.

TOWNSQUARE MEDIA BROADCASTING, LLC MAINTAINS A DRUG-FREE WORKPLACE AND IS AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER. APPLICANTS MUST BE ELIGIBLE TO WORK IN THE U.S.

[t_dunken](#)

Posts: 9

Joined: Sat May 22,

2010 9:11 am

Contact:

ONLINE

NG GREAT

erry
Developer,
uilder at
Media.

2,199
2

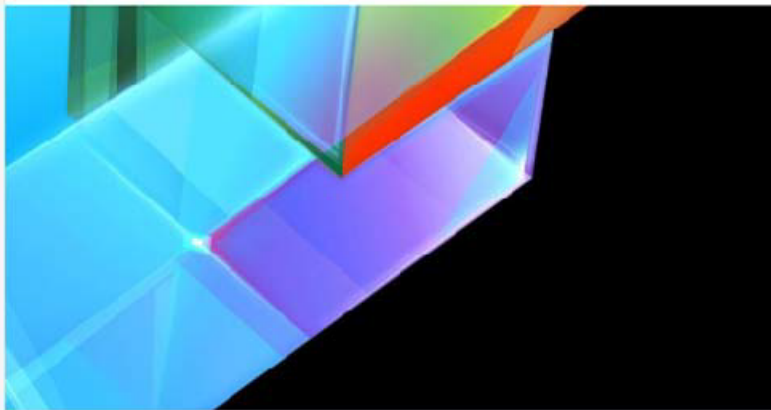
Like Comment Share



James Berry

Leader, Talent Developer, and Brand Builder at Townsquare Media.
1yr •

Media professionals - Please help spread the word on this great opportunity. - - Townsquare Media is looking for a dynamic, charismatic, engaging personality that shines on-air, online, and on-site to host an upbeat, fun show. If you know how to entertain and connect in a genuine, authentic way then we'd love to talk to you. We've got a multi-media country opportunity based out of our Rochester, Minnesota market. You'll join an amazing team in a city that is continually ranked as one of the best places to live and raise a family. In 2017, Livability ranked it #1 on it's 100 Best Places to Live. If you are interested, please send a cover letter explaining why you're the person for this opportunity, a resume, an audio demo, and your digital portfolio filled with the wonderful blogs, photos and videos you create. If you have any press dippings to add, we'd love to see that too. Apply now at --> <https://lnkd.in/e5cY5sy> #media #radio #events #TownsquareMedia



Positions Available

townsquaremedia.com

3

Like Comment Share

NG GREAT

erry
Developer,
uilder at
: Media.

2,199

2

James Berry
Leader, Talent Developer, and Brand Builder at Townsquare Media.
10mo • 🌐

We're looking for a country star to entertain audiences in southern Minnesota. If you know of a charismatic, performer that wants to create unique content on-air (radio), online (sites, apps, socials, video), and onsite (events), then we'd love them to join our Townsquare Media team. Spring in Minnesota is beautiful and Rochester, MN is routinely ranked one of the best places to live. Upload a resume, aircheck, and examples of your digital skills to <https://lnkd.in/e5cY5sy> **#performer #star #radio #live #events #video #media #country #beautiful**

🔄 5


👍 Like 💬 Comment ➦ Share

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James Berry
Leader, Talent Developer, and Brand Builder at Townsquare Media.
1yr • 🌐

When innovation and focus come together, amazing results are created.
#marketing #socialmedia #branding. #Media #radio #digital #content #advertising


Townsquare Media



James Berry
Developer,
uilder at
e Media.

2,199
2

1,066 views of your post in the feed

 **James Berry**
Leader, Talent Developer, and Brand Builder at Townsquare Media.
9mo •

We're looking for an entertaining personality to join our midwest team. We're looking for someone that's tapped into pop culture, music, and is ready to engage with hundreds of thousands every day via our broadcast platforms, sites, and social media. If that is you or someone you know, have them email me at JB@TownsquareMedia.com. I'd love to talk. [#performer](#) [#star](#) [#radio](#) [#events](#) [#media](#) [#talent](#)

5

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Exhibit 5

Documentation of Recruitment Initiatives

Thu 5/31/2018 11:53 AM

Important: Mandatory Harassment Prevention and Diversity Training Launch

To:  Townsquare Market Presidents
Cc:  Townsquare Business Managers
 This message was sent with High Importance.

Market Presidents:

In the next 24 hours, Townsquare will be launching *Harassment Prevention and Diversity Training* through a cloud-based learning platform, ThinkHill. Managers and employees will be receiving an email shortly from Human Resources announcing the training, followed by an automated message from hr@townsquare.com with log-in details to access the training portal. These messages, as well as the course track assignments, will go to employee's "Work" email address on file in ExponentHR. All brand new hires that have been approved in ExponentHR as of *May 30* will receive the emails.

Since taking the two online courses will be **mandatory** - all managers and employees across the company will be required to watch the videos - we will be relying on a point-of-contact in each market/office location to collect a certificate of course completion from every employee to be placed in the employee's personnel file. Each employee will be responsible for downloading their own training certificate when they have finished taking their courses, to be completed by mid-July.

Thank you!

Corporate Benefits & Wellness Manager
Townsquare Media, Inc.
Direct Phone: hr@townsquaremedia.com



Tue 2/13/2018 3:00 PM

FCC Training

Required Pubblaw.com: ☐ Townsquare Market Presidents: ☐ Townsquare Business Managers
Optional



i We couldn't find this meeting in the calendar. It may have been moved or deleted.

When: Tuesday, February 13, 2018 3:00 PM-4:00 PM Location: **NOT NEW PHONE NUMBERS**

Try this link:

Join the Online Meeting:

Online Meeting Link: <https://join.freemoveconferencecall.com>

Online Meeting ID:

7789454287878

Please note the NEW dial in number:

Access code:

It appears that many people will be on this call so please dial in a minute or two in advance if possible. All lines will be muted except our attorneys' the other number.

If you dial one phone number and they say all lines are busy, please dial into

There is a chat feature online. Please use it to answer any questions during the conference. If you have questions right after, please email them to pubblaw.com.

If you have questions in the future, please send them to

at

Thank you.

Finally, I have hope again.

Adult & Teen Challenge
Rochester, Minnesota
Freedom from addiction starts here.

LEARN MORE

N-AIR | LISTEN | PLAYLIST | EVENTS | VIP | WIN STUFF | WEATHER | HS SPORTS | CONTACT US



AMERICAN HERITAGE GIRLS INVITES ROCHESTER DJ TO CAMP



JESSICA WILLIAMS | August 18, 2019

Jessica Williams from Y105FM and American Heritage Girls - Jessica Willia...

SHARE ON TWITTER

SHARE ON FACEBOOK

I truly love it when I get a message that says, "Hey Jessica, can you come and speak at our group?". This time, that note came from a group called American Heritage Girls.

I've known American Heritage Girls, or AHG as we like to call it, for quite a bit. My daughter is in her final year but has been going through this program since about 2nd or 3rd grade. I have sewn on a lot of badges, gone camping with her, led projects that involved serving the community, and have baked quite a few snacks throughout the years too. It's pretty amazing to watch these girls grow up, learn so many new skills, and build friendships throughout the years. My daughter has even gone backpacking at Isle Royale National Park with AHG.

ROCHESTER AIRPORT IN AREA ECONOMY

Adult & Teen Challenge
Freedom from

RECOMMENDED FOR

Kim and Kourtney Kardashian Come to Blows in KUWTK Trailer



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- Videos
- Community
- Events
- Groups
- Create a Page

Like Follow Share

Y-105FM
March 12, 2019

Happy National Girl Scout Day!
What was your favorite memory as a Girl Scout?
This was one of my special co-hosts today who was working on a badge for Girl Scouts! - Jessica On The Radio



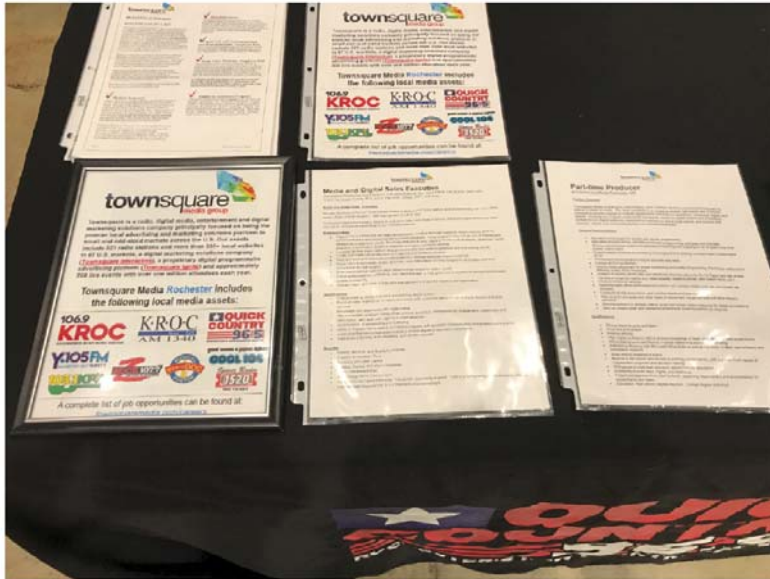
Happy National Girl Scout Day!



Jennifer Kraft and 8 others 11 Comments 1 Share

Like Comment Share

Oldest



RV/BOAT-HUNTING-VACATION & HOME SHOW

\$4 with discount coupon

\$6 for adults

10 & under are free

FRIDAY ONLY
Military Appreciation Day
Show a Military ID and get in Free

townsquare
 | media rochester



Find your new job at the... 2019 Job & Career Fair

Tues., April 23 - 10 a.m. - 2 p.m.
RCTC Sports Center

Come prepared with your resume!
Some businesses will be conducting
interviews on site.

Interested in being a vendor? [Click here for the contract!](#)

In the market for a new career? [Click here for jobs!](#)

<https://www.postbulletin.com/careerfair/>

2019 Job & Career Fair Vendors

7-up Bottling Company
Ability Building Center (ABC)
Adara Home Health
Aerotek
Arsys
Augustana Care
Benchmark
Benchmark Electronics
Boys & Girls Club of Rochester
Bridgestone Retail Operations
Bright Horizon
Caravel Autism Health
Cardinal of MN
Carl Bolander & Sons
Center City Housing Corp
Charter House
College Nannies
Comfort Health
Con-tech Manufacturing
Crenlo
Croell, INC.
Curtis 1000
Department of Labor
Domaille Engineering
Ellingson Companies
Eureka Kids
Fastenal Company

**Federal Bureau of Prisons
Fernbrook
First Student
First Transit
Geotek
GreenGuard Construction
Halcon
Handi Van of Rochester
Hiawatha Homes
Homestead
Hy-Vee
International Quality Homecare
K&G Manufacturing
Kemps
Madonna Living
Maier Tree & Lawn
Mains'l
Manpower Temporary
Mayo Clinic
McDonalds
Meneilus Steel
Meridian Behavioral Health
Merit Contracting
Minnesota Dept of Corrections - Faribault
Minnesota Reading Corps
MN Army National Guard
MN Dept of Transportation
Orangetheory Fitness
Ornua Ingredients North
Pace International
People Ready
Possabilities
Primerica
Quality Pork Processors
Riverbend
Rochester East Health Services
Rochester Sand and Gravel
Samaritan Bethany
Spectrum
State of MN Dept. of Human Services
Target North
Townsquare Media
Treasure Island Resort & Casino
United States Postal Service
Workforce Development Inc. MaxAbility Taskforce
Zumbro Valley Health Center**

Individuals who need a reasonable accommodation to participate in this event, please contact Mary at (507) 923-2828 or TTY 711

