

Townsquare License, LLC
Sioux Falls Employment Unit
KYBB(FM), KIKN-FM, KKLS-FM, KKRC-FM,
KSOO(AM), KXRB(AM), KXRB-FM, KSOO-FM
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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive (or “Digital Specialist”)	1,3,4,5,6,7,8,9,10,11,14,17	12
Account Executive (or “Marketing Specialist”)	1,3,4,5,6,7,8,9,10,11,14,17,19	1

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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	4
2	All Access Music Group (<i>for programming talent</i>) 29955 Pacific Coast Hwy Malibu, CA 90265	No	0
3	South Dakota Broadcasters Association Attn. Steve Willard P. O. Box 1037 Pierre, SD 57501	No	0
4	Augustana Student Success Center 2001 S. Summit Ave. Sioux Falls, SD 57197	No	0
5	Univ. of Sioux Falls Career Center 1101 W. 22 nd Street Sioux Falls, SD 57105	No	0
6	Univ. of South Dakota Academic & Career Placement 414 E. Clark Vermillion, SD 57069	No	0
7	South Dakota Univ. Center 4801 N. Career Ave. Sioux Falls, SD 57107	No	0
8	Southeast Technical Institute Career Center 2320 N. Career Ave. Sioux Falls, SD 57107	No	0
9	Univ. of South Dakota Beacom School of Business 414 E. Clark St. Vermillion, SD 57069	No	0
10	South Dakota State Univ. Career Center 1047 Medary Ave. Brookings, SD 5707-298	No	0
11	Dakota State Univ. Career Services 820 N. Washington Ave. Madison, SD 57042	No	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Word-of-Mouth Referral	No	6
13	Internal Promotion/Transfer	No	0
14	Station Website Postings (<i>all SEU stations</i>)	No	1
15	South Dakota State Univ. Job Fair (<i>See Section III</i>)	No	0
16	South Dakota Big Job Fair (<i>See Section III</i>)	No	0
17	Ohio Center for Broadcasting 5330 E. Main St., Suite 200 Columbus, OH 43213, phone: 614-245-0555 placement.columbus@beonair.com	Yes (2/9/09)	0
18	Sioux Falls Argus Leader / Career Builder Dot Com 200 S. Minnesota Ave. Sioux Falls, SD 57117	No	0
19	Linkedin.com	No	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			13

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
	Participate in Job Fair	On March 25, 2021, the SEU participated in the Virtual South Dakota B.I.G. (Business, Industry & Government) Career and Internship Fair. Two SEU Sales Managers with substantial responsibility in making hiring decisions provided information about careers in broadcasting and internship opportunities within the SEU. Resumes were accepted.
	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On March 24, 2021, one SEU Sales Manager and one SEU Business Manager attended an EEO Training Webinar “Staying On Top of Your FCC EEO Obligations” presented by the South Dakota Broadcasters Association and outside legal counsel.
	Participation in event/program sponsored by educational institutions relating to career opportunities in broadcasting.	On April 15, 2021, the SEU participated in a virtual University of South Dakota Beacom School of Business Marketing Class Project from Vermillion, South Dakota. SEU participants included one SEU Sales Manager who provided information about careers in broadcasting and job opportunities within the SEU.
	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On April 15, 2021, the SEU participated in the Greater Sioux Falls Chamber of Commerce’ Diversity, Equity & Inclusion Virtual Summit. SEU participants included SEU Market Manager.

Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
Participate in Job Fair	<p>On October 6, 2021, the SEU participated in the Dakota State University Career and Internship Fair at the Dakota State University Field House in Madison, South Dakota. One SEU Sales Manager and one SEU Account Executive with substantial responsibility in making hiring decisions manned the SEU Booth and provided information about careers in broadcasting and job and internship opportunities within the SEU. Resumes were accepted.</p>
Participate in Job Fair	<p>On October 26, 2021, the SEU participated in the Career and Technical Education Academy Career Fair Night at the CTE Academy in Sioux Falls, South Dakota. One SEU Sales Manager and one SEU Account Executive with substantial responsibility in making hiring decisions manned the SEU Booth and provided information about careers in broadcasting and job and internship opportunities within the SEU. Resumes were accepted.</p>
Participate in Job Fair	<p>On November 3, 2021, the SEU participated in the South Dakota State University Management, Economics & Communication Career Fair at the Club 71 Dana J. Dykhouse Stadium, Brookings, South Dakota. One SEU Sales Manager with substantial responsibility in making hiring decisions manned the SEU Booth and provided information about careers in broadcasting and job and internship opportunities within the the SEU. Resumes were accepted.</p>
Participate in Job Fair	<p>On November 8, 2021, the SEU participated in the University of South Dakota Media and Journalism Career Fair at the University of South Dakota Al Neuharth Media Center in Vermillion, South Dakota. One SEU Sales Manager with substantial responsibility in making hiring decisions manned the SEU Booth and provided information about careers in broadcasting and job and internship opportunities within the SEU.</p>

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
	Host Job Fair / Open House	<p>On November 15, 2021, the SEU hosted and Open House / Job Fair (5:30 P.M. to 7:30 P.M.) at the SEU offices at 5100 S. Tennis Lane in Sioux Falls, South Dakota. SEU participants included the SEU Market Manager and one SEU Sales Manager who provided information about careers in broadcasting and job and internship opportunities within the SEU. Resumes were accepted.</p>
	Participation in event/program sponsored by educational institutions relating to career opportunities in broadcasting	<p>On November 22, 2021, the SEU participated in the District III, Future Farmers of America Career Development Event “Ag Broadcasting” at Parker High School in Parker, South Dakota. Station participants included 2-SEU Sales Managers and one SEU On-Air Announcer who judged participating Future Farmers of America students competing in the “Ag Broadcasting” Career Development Event.</p>