

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, 2021 – November 30, 2022

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 “Marketing Specialist”)	1,3,4,5,6,7,8,9,10,11,14,17,19	14
Account Executive (or “On-Air Announcer”)	1,2,3,4,5,6,7,8,9,10,11,14,17	1
Video Production Manager	1,3,4,5,6,7,8,9,10,11,14,17,19	12

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, 2021 – November 30, 2022

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	8
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	0

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	7
13	Internal Promotion/Transfer	No	0
14	Station Website Postings (<i>all SEU stations</i>)	No	4
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 (via Greenhouse)	No	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			20

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, 2021 – November 30, 2022
III. RECRUITMENT INITIATIVES

Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
Participate in Job Fair	On March 22, 2022, the SEU participated in the South Dakota B.I.G. (Business, Industry & Government) Career and Internship Fair at the Sioux Falls Ramkota Hotel & Convention Center from 11a-3p. 1 SEU Sales Manager with substantial responsibility in making hiring decisions provided information about careers in broadcasting and internship opportunities within the SEU. Resumes were accepted.
Participate in Job Fair	On February 23, 2022 the SEU participated in the South Dakota State University Ness School of Management Career Fair at Club 71 in the Dana Dykhouse Stadium from 1p-4p in Brookings, SD. 1 SEU Sales Manager with substantial responsibility in making hiring decisions provided information about careers in broadcasting and internship opportunities within the SEU. Resumes were accepted.
Participate in Job Fair	On October 5, 2022, the SEU participated in the Dakota State University Career and Internship Fair at the Dakota State University Field House in Madison, South Dakota from 11a-3p. 1 SEU Sales Manager with substantial responsibility in making hiring decisions provided information about careers in broadcasting 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>	<p>On November 21, 2022, the SEU participated in the District III, Future Farmers of America Career Development Event “Ag Broadcasting” at Beresford High School in Parker, South Dakota. Station participants included one SEU Sales Manager and one SEU On-Air Announcer and one SEU Brand Manager who judged participating Future Farmers of America students competing in the “Ag Broadcasting” Career Development Event.</p>
<p>Establishment of Internship Program</p>	<p>During the reporting period, the SEU hosted a production department intern from Dakota State University for 8-weeks (June to August 2022) 3-days per week (Mon. Wed. Fri.) 15-hours per week (5-hours per day). The student intern was supervised by one of the SEU’s Brand Managers and the SEU’s Production Director. The intern’s duties included assisting SEU’s production department with editing and recording radio commercials and writing stories for SEU’s websites.</p>