

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, 2017 – November 30, 2018

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
Sales Assistant	1,4,5,6,7,8,9,10,11,12,15,18	1
Account Executive (or “Marketing Specialist”)	1,4,5,6,7,8,9,10,11,12,15,18	13
Account Executive (or “Marketing Specialist”)	1,4,5,6,7,8,9,10,11,12,15,17,18,19	17

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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	21
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	0
4	South Dakota Broadcasters Association Attn. Steve Willard P. O. Box 1037 Pierre, SD 57501	No	0
5	Augustana Student Success Center Attn. Billie Streufert 2001 S. Summit Ave. Sioux Falls, SD 57197	No	0
6	Univ. of Sioux Falls Career Center Attn. Nicole Dulaney 1101 W. 22 nd Street Sioux Falls, SD 57105	No	0
7	Univ. of South Dakota Academic & Career Placement Attn. Kasandra Girard 414 E. Clark Vermillion, SD 57069	No	0
8	South Dakota Univ. Center Attn. Lisa Hanson 4801 N. Career Ave. Sioux Falls, SD 57107	No	0
9	Southeast Technical Institute Career Center Attn. Amanda Frey 2320 N. Career Ave. Sioux Falls, SD 57107	No	0
10	Univ. of South Dakota Beacom School of Business Attn. Mandy Hanson 414 E. Clark St. Vermillion, SD 57069	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	South Dakota State Univ. Career Center Sherry Fuller Bordewyk 1047 Medary Ave. Brookings, SD 5707-298	No	0
12	Dakota State Univ. Career Services Attn. Marie Lohsandt 820 N. Washington Ave. Madison, SD 57042	No	0
13	Word-of-Mouth Referral	No	7
14	Internal Promotion/Transfer	No	0
15	Station Website Postings (<i>all SEU stations</i>)	No	2
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	1
18	Ohio Center for Broadcasting Attn: Arvis Moore 5330 E. Main St., Suite 200 Columbus, OH 43213, phone: 614-245-0555 placement.columbus@beonair.com	Yes (2/9/09)	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.	Participate in Job Fair	On January 26, 2018, 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.
2.	Provision of training to management level personnel	On February 13, 2018, one SEU Sales Manager and one SEU Business Manager attended an EEO Training Webinar “FCC Compliance Overview” presented by outside legal counsel.
3.	Participate in Job Fair	On March 1, 2018, this SEU participated in the South Dakota Big Job Fair at the Sioux Empire Convention Center in Sioux Falls. SEU participants included three SEU Sales Managers and 1 SEU Operations Manager and 1 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.	Establishment of Internship Program	During this reporting period our SEU hosted an on-air intern for 8-hours per week, March 24, 2018 – May 13, 2018, Monday – Sunday. The intern was supervised by one of the SEU’s Brand Managers. The intern’s duties included on-air board operation.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
5.	Establishment of Internship Program	During this reporting period our SEU hosted a sales intern from University of Kansas for 10-hours per week, May 1, 2018– August 3, 2018, Monday-Friday. The student intern was supervised by the SEU’s Market Manager. The intern’s duties included the SEU Sales & Marketing Training Program.
6.	Establishment of Internship Program	During this reporting period our SEU hosted a sales intern from South Dakota State University for 4-hours per week over 8-weeks, May 14, 2018– July 13, 2018, Monday-Friday between classes. The student intern was supervised by the SEU’s Market Manager. The intern’s duties included the SEU Sales & Marketing Training Program.
7.	Establishment of Internship Program	During this reporting period our SEU hosted a sales intern from Dakota State University for 16-hours per week for 13-weeks, June 2018 – August 2018, Monday-Friday. The student intern was supervised by one of the SEU Sales Managers. The intern’s duties included the SEU Sales and Marketing Training Program.
8	Host Job Fair / Open House	On September 11, 2018, the SEU hosted an Open House (6:00 P.M.) at the SEU’s offices in Sioux Falls, SD. SEU participants included three SEU Sales Managers and three SEU Account Executives who provided information about careers in broadcasting and job opportunities within the SEU. Resumes were accepted.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
9	Establishment of Internship Program	During this reporting period our SEU hosted a sales intern from Augustana University for 4-hours per week September 20, 2018 – October 31, 2018, Monday-Friday between classes. The student intern was supervised by the SEU’s Market Manager. The intern’s duties included the SEU’s Sales & Marketing Training Program.
10	Participate in Job Fair	On September 24, 2018, the SEU participated in the Career and Technical Education Academy “Open House / Career Fair” in the Postsecondary Education Admissions. SEU participant included one SEU Sales Manager who manned the SEU booth and provided information about careers in broadcasting and job opportunities within the SEU.
11.	Participate in Job Fair	On October 15, 2018, 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.
12.	Participation in event/program sponsored by educational institutions relating to career opportunities in broadcasting.	On November 12, 2018, the SEU participated in the District III, Future Farmers of America Career Development Event “Ag Broadcasting” at Parker High School. Station participants included two SEU Sales Managers and one SEU Farm Broadcast Director who judged participating FFA students competing in the event.