

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Sioux Falls Employment Unit
KYBB(FM), KIKN-FM, KKLS-FM, KKRC-FM,
KSOO(AM), KXRB(AM), KXRB-FM, KSOO-FM
December 1, 2023 – November 30, 2024

Section 1. Vacancy List

Job Title	Date Filled	Public Recruitment Sources (RS) Used to Fill Vacancy	Number of Interviewees Referred by Each Source	RS Referring Hiree
No vacancies filled during the reporting period.				

Section 2. Recruitment Source List

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	www.townsquaremedia.com - career page (via Greenhouse)	N	0
2	Indeed.com (via Greenhouse) (Indeed also independently posts vacancy to Glassdoor.com)	N	0
3	LinkedIn (via Greenhouse)	N	0
4	Zip Recruiter (via Greenhouse)	N	0
5	Indeed.com (candidate sourced)	N	0
6	LinkedIn (candidate sourced)	N	0
7	Employee Referral	N	0
TOTAL INTERVIEWS			0

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Section 3. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On October 22, 2024, the Market President participated in an internal compliance training provided by the legal and human resources departments of Townsquare. The training was approximately 1 hour in length and covered topics such as broad recruitment and FCC obligations and compliance. The training also covered areas of internal process to ensure compliance with the Company’s EEO practices.
2	Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	On October 17, 2024, a Digital Managing Editor participated in a Masterclass training hosted by Townsquare’s Regional Content Director and Senior Vice President of Content and Programming. The purpose of the course was to prepare individuals for growth in their career. What is required to move internally within the Company and how to feel more secure in your role. The training was set up to inspire employees to improve their skills and rethink their day-to-day process. Topics discussed included, Building your Brand, Contributing to the Company’s Goals, Job Security, Enhancing your Value, and Understanding the Current Landscape.
3	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	On February 14, 2024, the Sales Manager participated in the Dakota State University Career & Internship Fair held at the Dakota Prairie Playhouse in Madison, South Dakota.
4	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	On February 27, 2024, two Sales Managers participated in the B.I.G. Career & Internship Fair held at the Ramkota Hotel & Conference Center in Sioux Falls, South Dakota.
5	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	On March 27, 2024, the Sales Manager participated in the South Dakota State University Spring Internship Fair held at the Volstorff Ballroom in Brookings, South Dakota.
6	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	On October 9, 2024, the Digital Sales Manager, along with a Senior Account Executive, participated in 2024 Career & Internship Fair held at the Dakota State University, DSU Fieldhouse in Madison, SD.
7	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	On October 23, 2024, the Sales Manager participated in the University of South Dakota Career Fair held at the Muenster University Center Ballroom in Vermillion, South Dakota.

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8	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On November 19, 2024, the Sales Manager, KXRB Brand Manager, and Morning Show Co-Host all participated in the FFA District 3 Leadership Development Event. The three representatives were all judges in the Ag Broadcasting Contest which was a three-hour event held at Parker High School in Parker, South Dakota. The event is put together by the South Dakota K-12 Data Center, which assists South Dakota schools K-12.
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