

**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
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>	1,29,30,31,32	29
<i>Media & Digital Sales</i>	1,29,30,31	1
<i>Media & Digital Sales</i>	1,29,30,31	1
<i>Media & Digital Sales</i>	1,29,30	1
<i>Media / Ignite Sales</i>	1,29,30,31	32
<i>Senior Media & Digital Sales</i>	29,30,32	32
<i>Senior Media & Digital Sales</i>	29,30,32	32
<i>Senior Media & Digital Sales</i>	29,30,32	32

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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	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	MBA Job Bank C/O Minnesota Broadcasters-Michelle Lappin 3033 Excelsior Blvd, Suite 103 Minneapolis, MN 55416 612-926-8123	NO	0
10	Brown Institute 1440 Northland Drive Mendota Heights, MN 55120 651-605-3440	NO	0
11	All Access Allaccess.com	NO	0
12	Radio Online Radioonline.com	NO	0
13	Radio & Records Radioandrecords.com	NO	0
14	Rochester Community & Technical College 851 30 th Ave. SE Rochester, MN 55904 507-285-7210	NO	0
15	Riverland Technical College 1900 8 th Ave. NW Austin, MN 55912 507-433-0600 Amy Wangen	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	<p align="center"> Winona State University 110 Gildemeister Hall Winona, MN 55987 507-457-5340 </p>	NO	0
17	<p align="center"> SEU Internship Program </p>	NO	0
18	<p align="center"> Jobs Fairs </p>	NO	0
19	<p align="center"> Fillmore Journal PO Box 496 Preston, MN 55965 507-765-2151 </p>	NO	0
20	<p align="center"> Bluff Country Shopper 119 Fillmore St. Preston, MN 55965 507-765-2752 </p>	NO	0
21	<p align="center"> Star Tribune PO Box 1255 Minneapolis, MN 55440 612-673-7446 </p>	NO	0
22	<p align="center"> Inside Radio Insiderradio.com </p>	NO	0
23	<p align="center"> 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	Workforce Development 100 Main St. SE Preston, MN 55965 507-765-2476	NO	0
26	Olmsted County Journal 5074-288-5201	NO	0
27	JobVite	NO	0
28	Cresco Shopper 116 2 nd Ave. SE Cresco, IA 52136 563-547-2025	NO	0
29	Townsquare Media Greenspace	NO	26
30	INDEED.COM	NO	39
31	GLASSDOOR	NO	1
32	LINKEDIN	NO	5
33	MONSTER JOBS	NO	1
34	Hubsource.mn (Rochester Chamber of Commerce)	NO	0
	<i>Total number of Interview Candidates during the period</i>		77

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Internship Program relating to broadcast careers	We had two interns visit us this past summer. One a high-school student from Grand Meadow High School and one a college student enrolled in college courses related to media, communications, and broadcasting at Michigan Technological University. These students are both interested in the broadcast arts. During their internship they learned about on-air work, customer relations, commercial production, web site maintenance, community involvement, and board ops work.
2	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 the tools, resources, and networks necessary to realize their perfect fit.
3	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.
4	Host 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 the Boy Scouts as well as the following organizations, providing behind-the-scenes insight into the operations of our stations. -Cub Scouts and Hiawatha Homes

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
5	FCC Training	Regional Business Manager, Assistant Business Manager participated in FCC/EEO Training with TSM Council.
6	Participate in event or program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On October 26, 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.
7	Participate in event or program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On October 2, 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. He also, spoke to them about how to deal with mental health issues in the workplace.