

**Townsquare Media Sioux Falls License, LLC  
KYBB(FM), KIKN-FM, KKLS-FM, KMXC(FM), KSOO(AM), KXRB(AM),  
KSOO-FM, and [KDEZ(FM) now KXRB (FM)]**

**EEO PUBLIC FILE REPORT  
December 1, 2016 – November 30, 2017**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive (or “Marketing Specialist”)	1,4,5,6,7,8,9,10,11,12,13,15,17	13
Account Executive (or “Marketing Specialist”)	1,4,5,6,7,8,9,10,11,12,13,15,17	13

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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	<b>On-Air Announcements</b> ( <i>all SEU stations</i> )	No	18
2	<b>Sioux Falls Shopping News</b> 4005 S. Western Ave. Sioux Falls, SD 57117	No	0
3	<b>All Access Music Group</b> ( <i>for programming talent</i> ) 29955 Pacific Coast Hwy Malibu, CA 90265	No	0
4	<b>South Dakota Broadcasters Association</b> Attn. Steve Willard P. O. Box 1037 Pierre, SD 57501	No	0
5	<b>Augustana Student Success Center</b> Attn. Billie Streufert 2001 S. Summit Ave. Sioux Falls, SD 57197	No	0
6	<b>Univ. of Sioux Falls Career Center</b> Attn. Nicole Dulaney 1101 W. 22 <sup>nd</sup> Street Sioux Falls, SD 57105	No	0
7	<b>Univ. of South Dakota Academic &amp; Career Placement</b> Attn. Kasandra Girard 414 E. Clark Vermillion, SD 57069	No	0
8	<b>South Dakota Univ. Center</b> Attn. Lisa Hanson 4801 N. Career Ave. Sioux Falls, SD 57107	No	0
9	<b>Southeast Technical Institute Career Center</b> Attn. Amanda Frey 2320 N. Career Ave. Sioux Falls, SD 57107	No	1
10	<b>Univ. of South Dakota Beacom School of Business</b> 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	<b>South Dakota State Univ. Career Center</b> Sherry Fuller Bordewyk 1047 Medary Ave. Brookings, SD 5707-298	No	0
12	<b>Dakota State Univ. Career Services</b> Attn. Marie Lohsandt 820 N. Washington Ave. Madison, SD 57042	No	0
13	<b>Word-of-Mouth Referral</b>	No	4
14	<b>Internal Promotion/Transfer</b>	No	0
15	<b>Station Website Postings</b> ( <i>all SEU stations</i> )	No	0
16	<b>South Dakota State Univ. Job Fair</b> ( <i>See Section III</i> )	No	0
17	<b>Ohio Center for Broadcasting</b> 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
18	<b>Sioux Falls Argus Leader / Career Builder Dot Com</b> 200 S. Minnesota Ave. Sioux Falls, SD 57117	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			23

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
1	Participation in event/program sponsored by educational institutions relating to career opportunities in broadcasting.	On December 5 – 9, 2016, the SEU participated in hosting a CTE Academy Student Shadow at the SEU’s offices in Sioux Falls, SD. SEU participants included one SEU Digital Sales Manager, one SEU Sales Assistant and one SEU Production Manager who provided information about careers in broadcasting and job opportunities within the SEU.
2	Participate in Job Fair	On January 27, 2017, this SEU participated in the South Dakota State University Journalism and Mass Communications Departments Internship and 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.
3	Participate in Job Fair	On March 2, 2017, this SEU participated in the South Dakota Big Job Fair at the Sioux Empire Convention Center in Sioux Falls. SEU participants included two SEU Sales Managers and one SEU Operations Manager who manned the SEU booth and provided information about careers in broadcasting and job opportunities within the SEU. Resumes were accepted.

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
4	Establishment of Internship Program	During this reporting period our SEU hosted a sales intern from Augustana University for 40-hours over 8-weeks, March – April 2017, Monday-Friday between classes. The student intern was supervised by the SEU’s Market Manager and two Sales Managers. The intern’s duties included research and copy writing.
5	Establishment of Internship Program	During this reporting period our SEU hosted a sales intern from USD for 40-hours over 5-weeks, May 2017 – June 2017, 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.
6	Establishment of Internship Program	During this reporting period our SEU hosted an on-air intern from Augustana University for 40-hours over 9-weeks September – November 2017, Monday-Friday between classes. The student intern was supervised by one of the SEU’s Brand Manager. The intern’s duties included board operation, news writing, show production and social media.
7	Provision of training to management level personnel	On October 18, 2017, one the SEU Sales Managers attended an EEO Training Webinar “The Changing Face of the FCC’s EEO Rules in 2017” presented by outside legal counsel.
8	Participate in Job Fair	On October 24, 2017, the SEU participated in the University of South Business and Communications Career Fair at the University of South Dakota Muenster University Center. SEU participants included two SEU Sales Managers who manned the SEU booth and 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	Participation in event/program sponsored by educational institutions relating to career opportunities in broadcasting.	On November 13, 2017, 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.