

Townsquare Media Lufkin License, LLC
KYKS(FM), KAFX (FM), KTBQ(FM), KSFA(AM) & KVLL (FM)
EEO PUBLIC FILE REPORT
April 1, 2014-March 31, 2015

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
Administrative Assistant (Hired 5/15/15)	1,2,3,4,5,6,7,8,10,11,12,21,22,23,24	3
Account Executive (Hired 6/11/14)	6,7,8,9,10,11,12,21,22,23,24	13
Traffic Director (Hired 6/30/14)	3,4,5,6,7,8,9,10,11,12,21,22,23,24	12
Board Operator (Hired 10/24/14)	3,4,5,6,7,8,10,11,12,15,21,22,23,24	21
Board Operator (Hired 12/30/14)	3,4,5,6,7,8,10,11,12,15,17,21,22,23,24	21
Account Executive (Hired 3/2/15)	3,4,5,6,7,8,10,11,12,21,22,23,24	12
Live Event Coordinator (Hired 3/2/15)	3,4,5,6,7,8,10,11,12,15,17,21,22,23,24	10

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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 12-month period
1	Lufkin Daily News P.O. Box 1089 Lufkin Texas, 75902 Ph: (936) 632-6631 Tim Hobbs	N	1
2	Nacogdoches Daily Sentinel P.O. Box 630068 Nacogdoches Texas, 75963 Ph: (936) 564-8361 Karla Deluca	N	3
3	Express Personal Services Lufkin, Texas 210-C Timberland Dr. Lufkin, Texas 75901 Ph: (936) 632-1171 Debbie King	N	4
4	Express Personal Services Nacogdoches, Texas 829 N. University Nacogdoches, Texas 75961 Ph: (936) 560-1810 Rhonda Williams	N	2
5	Work Force Solutions-Deep East Texas 1318 South John Redditt Suite C Lufkin, Texas 75904 Ph: (936)639-8898 Charlene Meadows	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
6	Angelina County Chamber of Commerce P.O. Box 1606 Lufkin Texas 75901 Ph: 634-6644 Jerry Huffman	N	2
7	Nacogdoches County Chamber of Commerce 2516 North Street Nacogdoches Texas 75965 Ph: (936) 560-5533 Bruce Partain	N	2
8	Stephen F. Austin State University P.O. Box 13048 SFA Station Nacogdoches Texas 75962-3048 Ph: (936) 468-1278 EX 1278 Sherry Williford/ Dr. Al Greule	N	13
9	National Broadcasting Society SFA Radio/TV Dept P.O.Box 13048 SFA Station Nacogdoches Texas 75962-3048 Ph: (936) 468-1278 EX 1278 Dr. Al Greule	N	0
10	Internal Posting (Bulletin Board) Cristie Jacks HR Director 1216 South First Street Lufkin, TX 75961	N	5
11	Posting On All Radio Station Websites KYKS, KAFX, KTBQ, KSFA, KVLL	N	5
12	Word of Mouth	N	13
13	Walk-ins	N	4
14	Sales Recruiting Party for KYKS,KAFX,KTBQ,KSFA	N	0
15	www.allaccess.com	N	0
16	www.hirediversity.com	N	0
17	Billboard in front of station	N	15
18	Texas Association of Broadcasters www.tab.org Craig Bean 512.322.9944	N	0
19	Radioinfo.com	N	0
21	On air announcements KYKS, KAFX, KTBQ, KSFA, KVLL	N	8
22	KYKS, KAFX, KTBQ, KSFA, KVLL Virtual Job Fair on radio station websites	N	0
23	Social Media-Facebook (KYKS, KSFY, KTBQ, KSFA, KVLL Facebook pages	N	7
24	Jobvite www.townsquaremedia.com	Y	8

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
TOTAL NUMBER OF INTERVIEWEES OVER 12-MONTH PERIOD:			92

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Stephen F. Austin State University Classroom & Speaking to National Broadcasting Society	On April 2, 2014 General Manager Johnny Lathrop spoke to a 22 students in Marketing 352 class at Stephen F. Austin State University on the opportunities in the Radio industry that same day to the American Marketing Association 42 students
2	SFA Classroom Speaking	On April 22, 2014 Digital Sales Manager Eric Davis spoke to a classroom of 11 students at Stephen F. Austin State University on the opportunities in the Radio industry.
3	Station Internship Program	In the Spring, Summer & Fall of 2014 the station employment unit had two interns from Stephen F. Austin State University (“SFA”). The interns rotated through the departments at the stations, working in the sales and programming/promotions departments.
4	SFA Classroom Speaking	May 12, 2014 Brand Manager Danny Merrell hosted 19 students in Mass Media (MCM) 465 “Meet The Media” class at Stephen F. Austin State University. Gave students first hand at the station and operations, requested and recruited interns and part time employees.
5	SFA Classroom Speaking	July 23, 2014 Brand Manager Danny Merrell hosted 22 students in Mass Media (MCM) 465 “Meet The Media” class at Stephen F. Austin State University. Gave students first hand at the station and operations, requested and recruited interns and part time employees.

6	Radio Station Online Virtual Job Fair	From April 1, 2014 to the present, the radio stations hosted an online virtual job fair on all five station websites recruiting positions for internships in the field of promotions and sales and programming as well as job opportunities with other area employers.
7	SFA Classroom Speaking	August 14, 2014 Brand Manager Danny Merrell hosted 14 students in Mass Media (MCM) 465 “Meet The Media” class at Stephen F. Austin State University. Gave students first hand at the station and operations, requested and recruited interns and part time employees.
8	Townsquare Media Career Development	On October 6, 2014 and February 24, 2015. A career fair was held from 9AM to 2PM. Hilton Garden Inn. 123 Huvar St; Victoria, TX with 20 regional businesses. TSM had a booth for recruitment
9	SFA Classroom Speaking	December 5, 2014 Brand Manager Danny Merrell hosted 24 students in Mass Media (MCM) 465 “Meet The Media” class at Stephen F. Austin State University. Gave students first hand at the station and operations, requested and recruited interns and part time employees