

**EEO PUBLIC FILE REPORT**  
**Townsquare License, LLC**  
**Lubbock Employment Unit**  
**KFMX-FM, KQBR(FM), KKAM(AM), KZII-FM, KFYO(AM), KKCL-FM**  
**April 1, 2024 to March 31, 2025**

**Section 1. Vacancy List**

<b>Job Title</b>	<b>Date Filled</b>	<b>Public Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>Number of Interviewees Referred by Each Source</b>	<b>RS Referring Hiree</b>
Radio Host/Brand Manager - KFYO	4/15/2024	1, 2, 3, 4	<u>RS 7 – 1</u> Total: 1	7
Director of Digital & Radio Content	5/1/2024	1, 2, 3, 4	RS 1 – 1 RS 3 – 1 <u>RS 8 – 1</u> Total: 3	8
Account Executive	6/17/2024	1, 2, 3, 4	RS 2 – 2 RS 3 – 2 <u>RS 6 – 1</u> Total: 5	2

**Section 2. Recruitment Source List**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	<a href="http://www.townsquaremedia.com">www.townsquaremedia.com</a> - career page (via Greenhouse)	N	1
2	Indeed.com (via Greenhouse) (Indeed also independently posts vacancy to Glassdoor.com)	N	2
3	LinkedIn (via Greenhouse)	N	3
4	Zip Recruiter (via Greenhouse)	N	0
5	Indeed.com (candidate sourced)	N	0
6	LinkedIn (candidate sourced)	N	1
7	Employee Referral	N	1
8	Seek Out (candidate sourced)	N	1
<b>TOTAL INTERVIEWS</b>			<b>9</b>

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**Section 3. Recruitment Initiatives**

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
1	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	On October 9, 2024, a Sales representative from the EU with influence over hiring participated in the South Plains Career Expo from 1-5pm, hosted by Workforce Solution of South Plains Texas. The South Plains Career Expo is one of the largest events in West Texas with over 4,000 high school and college students invited.
2	Participation in a job fair by station personnel with substantial responsibility for hiring decisions	On February 19, 2025, a Sales representative from the EU with influence over hiring participated in the 2025 Spring Hire Red Raiders Job Fair sponsored by Texas Tech University from 11am – 3pm.
3	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The EU began hosting an intern from Texas Tech University on March 10, 2025. The intern will be with the station 2-days per week for an 8-week period, ending May 6, 2025. She is supervised by the Market President and Director of Content. The internship program will allow the student to shadow the programming team to understand how radio content is being created, scheduled, and broadcast. She will learn about audience demographics and how programming is tailored to different target markets. She will get an introduction to the sales process, and overview of advertising products offered by the station and undergo basic sales training which will include mock sales pitches.
4	Hosted a job fair	On March 26, 2025, the EU hosted a job fair at the Embassy Suites by Hilton from 4-6pm. The EU promoted the job fair through their stations and welcomed candidates from all backgrounds. The Market President attended the actual fair, representing Townsquare, along with several different employers from the community from all different backgrounds.