

**Townsquare Media Lufkin License, LLC**  
**KYKS (FM), KAFX (FM), KSFA (AM), KTBQ (FM), KVLL (FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2017 – March 31, 2018**

**I. VACANCY LIST**

<b>Job Title</b>	<b>Recruitment Source (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>	
<b>Administrative Assistant (Hired 06/01/17)</b>	<b>9,10,11,19,22</b>	<b>3</b>	
<b>Part Time Board Operator (Hired 08/4/17)</b>	<b>14</b>	<b>14</b>	
<b>Part Time Board Operator (Hired 12/12/17)</b>	<b>14</b>	<b>14</b>	
<b>Traffic Coordinator (Hired 03/5/18)</b>	<b>8,9,17,19,20,21,22</b>	<b>22</b>	
<b>Market President/Chief Revenue Officer (Hired 02/26/18)</b>	<b>13,17,19,20,21,22</b>	<b>13</b>	

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

## 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	Lufkin Daily News P.O. Box 1089 Lufkin, Texas 75901 Phone: 936-632-6631 Tim Hobbs	N	0
2	Nacogdoches Daily Sentinel P.O. Box 630068 Nacogdoches, Texas 75963 Phone: 936-564-8361 Karla Deluca	N	0
3	Express Personal Services Lufkin 210-C Timberland Dr. Lufkin, Texas 75901 Phone: 936-632-1171 Debbie King	Y	1
4	Work Force Solutions-Deep East Texas 1318 South John Redditt Suite C Lufkin, Texas 75904 Phone: 936-639-8898 Charlene Meadows	N	0
5	Angelina County Chamber of Commerce P.O. Box 1606 Lufkin, Texas 75901 Phone: 936-634-6644	N	0
6	Nacogdoches Chamber of Commerce 2516 North Street Nacogdoches, Texas 75965 Phone: 936-560-5533 Kelly Daniels	N	0
7	National Broadcasting Society SFA Radio/TV Dept P.O. Box 13048 SFA Station Nacogdoches, Texas 75962-3048 936-468-1278 Ext 1278 Dr. Al Gruelle	N	0
8	Internal Posting (Bulletin Board) 1216 S First St Lufkin, Texas 75901 Cristie Jacks HR Director	Y	0
9	Posting on All Radio Station Websites KYKS, KAFX, KTBJ, KSFA, KVLL	Y	0
10	Word of mouth	Y	1
11	Walk-ins	Y	2
12	Sales Recruiting Party for KYKS,KAFX,KTBJ,KSFA,KVLL	N	0
13	Linkedin	Y	1
14	SFA-Stephen F Austin State University	Y	2
15	Billboard in front of station	N	0
16	Texas Association of Broadcasters <a href="http://www.tab.org">www.tab.org</a> Craig Bean 512-322-9944	N	0

<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 reporting period</b>
17	Glassdoor.com	N	0
18	ON air Announcements KYKS, KAFX, KSFA, KTBO, KVLL	Y	0
19	Careerbuilder.com	N	0
20	SimplyHired.com	N	0
21	Jobvite <a href="http://www.townsquaremedia.com">www.townsquaremedia.com</a>	Y	0
22	<a href="http://www.indeed.com">www.indeed.com</a>	N	5
	<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>		<b>12</b>

### III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	SFA Classroom Speaking	April 18, 2017 Digital Sales Manager Jeff Klein spoke to 21 students in Marketing 352 class at Stephen F. Austin State University on the opportunities in the Radio Industry.
2	SFA Classroom Speaking	April 20, 2017 Digital Sales Manager Jeff Klein spoke to 21 students in Marketing 352 class at Stephen F. Austin State University on the opportunities in the Radio Industry.
3	SFA Classroom Speaking	April 28, 2017 Digital Sales Manager Jeff Klein spoke to 13 students in 351 Social Media Strategies class at Stephen F. Austin State University on the opportunities in the Radio Industry.
4	Participation in Events/Programs Sponsored by Educational Institutions	May 3, 2017 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.
5	Participation in Events/Programs Sponsored by Educational Institutions	June 14, 2017 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.
6	Participation in Events/Programs Sponsored by Educational Institutions	February 7, 2018 Brand Manager Danny Merrell Hosted 50 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.