

Townsquare Media Lufkin License, LLC
KYKS (FM), KAFX (FM), KSFA (AM), KTBQ (FM), KVLL (FM)
EEO PUBLIC FILE REPORT
April 1, 2018 – March 31, 2019

I. VACANCY LIST

Job Title	Recruitment Source (“RS”) Used to Fill Vacancy	RS Referring Hiree	
Sales Account Executive (Hired 04/23/18)	9,11,12,13,15,19,20,21	21	
Sales Account Executive (Hired 09/04/18)	9,11,12,13,15,19,20,21	21	
Part Time Board Operator (Hired 06/27/18)	9,11,12,13,15,19,20,21	21	
Traffic Director (Hired 04/01/18)	9,11,12,13,15,19,20,21	21	
Ignite Sales Executive (Hired 1/2/19)	9,11,12,13,15,19,20	20	
Sales Account Executive (Hired 03/18/19)	9,11,12,13,15,19,20	20	

**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	N	0
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	N	0
9	Posting on All Radio Station Websites KYKS, KAFX, KTBB, KSFA, KVLL	N	0
10	Sales Recruiting Party for KYKS,KAFX,KTBB,KSFA,KVLL	N	0
11	Linkedin	N	0
12	SFA-Stephen F Austin State University	N	0
13	Billboard in front of station, For all five stations	N	0
14	Texas Association of Broadcasters www.tab.org Craig Bean 512-322-9944	N	0
15	Glassdoor.com	N	0
16	ON air Announcements KYKS, KAFX, KSFA, KTBB, KVLL	N	0
17	Careerbuilder.com	N	0
18	SimplyHired.com	N	0
19	Jobvite www.townsquaremedia.com	N	0
20	www.indeed.com	N	13

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
21	Word of mouth	N	4
22	Walk-in	N	0
	TOTAL INTERVIEWEES OVER REPORTING PERIOD		17

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Participation in Events/Programs Sponsored by Educational Institutions	April 17, 2018, Market President, spoke to 30 students in Marketing 352 class at Stephen F. Austin State University on the opportunities in the Radio Industry.
2	Participation in Events/Programs Sponsored by Educational Institutions	April 19, 2018, Market President, spoke to 30 students in Marketing 352 class at Stephen F. Austin State University on the opportunities in the Radio Industry.
3	Participation in Events/Programs Sponsored by Educational Institutions	April 24, 2018, Market President, spoke to and did Roleplay exercises with 30 students in Marketing 352 class at Stephen F. Austin State University on the opportunities in the Radio Industry.
4	Participation in Forest Country Job Fair	May 2, 2018, Market President, attended the Job Fair for that was put on by the Chamber of Commerce for job seekers. Had to table set up with presentation of company, applications and on-site interviews.
5	Participation in Events/Programs Sponsored by Educational Institutions	May 2, 2018 Brand Manager of KICKS 105.1 Hosted 10-15 students from SFA. 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	November 20, 2018 Brand Manager of KICKS 105.1 Hosted 10-15 students from SFA. Gave students first hand at the station and operations, requested and recruited interns and part time employees.