

**Townsquare License, LLC
Lufkin Employment Unit
KYKS (FM), KAFX (FM), KSFA (AM), KTBQ (FM), KVLL (FM)
EEO PUBLIC FILE REPORT
April 1, 2022 – March 31, 2023**

Section I. VACANCY LIST

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

Job Title	Recruitment Source (“RS”) Used to Fill Vacancy	RS Referring Hiree
Sales Account Executive (Hired 11/28/22)	5, 9, 16, 20	21
Sales Account Executive (Hired 01/03/23)	5, 9, 12, 16, 20	21
Programmer – Part Time (Hired 05/16/22)	19	19

**Townsquare License, LLC
Lufkin Employment Unit
KYKS (FM), KAFX (FM), KSFA (AM), KTBQ (FM), KVLL (FM)
EEO PUBLIC FILE REPORT
April 1, 2022 – March 31, 2023**

Section 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	N	0
2	Nacogdoches Daily Sentinel	N	0
3	Express Personal Services Lufkin	N	0
4	Work Force Solutions-Deep East Texas	N	0
5	Angelina County Chamber of Commerce	N	0
6	Nacogdoches Chamber of Commerce	N	0
7	National Broadcasting Society SFA Radio/TV Dept	N	0
8	Angelina Collage	N	0
9	Posting on All Radio Station Websites KYKS, KAFX, KTBQ, KSFA, KVLL	N	0
10	Walk in	N	0
11	LinkedIn (via Greenhouse)	N	0
12	Stephen F Austin State University 2102 Alumni Drive Nacogdoches, TX 75962 (936) 468-3401	Y	1
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 (Via Greenhouse)	N	0
16	On-Air Announcements KYKS, KAFX, KSFA, KTBQ, KVLL	N	2
17	Careerbuilder.com	N	0
18	SimplyHired.com	N	0
19	www.townsquaremedia.com (via Greenhouse) corporate website	N	4
20	Indeed (via Greenhouse)	N	3
21	Word of mouth	N	2
	TOTAL INTERVIEWEES OVER REPORTING PERIOD		12

**Townsquare License, LLC
Lufkin Employment Unit
KYKS (FM), KAFX (FM), KSFA (AM), KTBQ (FM), KVLL (FM)
EEO PUBLIC FILE REPORT
April 1, 2022 – March 31, 2023**

III. RECRUITMENT INITIATIVES

TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
Participation in job fair	Market President participated at Nacogdoches Economic Development Corp job fair on November 28, 2022.
Participation in activities designed to disseminate information as to employment opportunities in broadcasting to candidates who might otherwise be unaware of such opportunities	Market President attended monthly Angelina County Chamber of Commerce meetings. As part of those meetings the Market President spoke about open positions at the stations with a goal of spreading the opportunities to candidates that might not otherwise be aware of such jobs. The Market President also placed notice of openings on the Chamber of Commerce job board. Meetings are attended 1 st Friday of every month.
Training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On September 27, 2022, Market President participated in the Southern Business Administration Association (SBAA) Seminar on Company Culture, Employee Retention, and Benefits of HR. The training covered topics including preventing discrimination.