

**TOWNSQUARE LICENSE, LLC**

**LUBBOCK EMPLOYMENT UNIT**

**KFMX-FM, KQBR-FM, KKAM-AM, KZII-FM, KFYO-AM, KFYO-FM, KKCL-FM**

**EEO PUBLIC FILE REPORT**

**Covering the Period from April 1, 2020 – March 31, 2021**

**I. VACANCY LIST**

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

<b>Full Time Positions by Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Director of Content	2, 6, 11, 13, 16, 23, 24	11
Account Executive	2, 3, 5, 6, 7, 9, 10, 11, 12, 14, 15, 16, 17, 23	23
Account Executive	2, 3, 5, 6, 7, 9, 10, 11, 12, 14, 15, 16, 17, 23	12
On-Air Personality – KFMX Morning Show	1, 2, 5, 9, 12, 15, 16, 23	12

**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<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	Townsquare Media, Lubbock, LLC-internal posting 4413 82 <sup>nd</sup> Street, Suite 300,Lubbock,TX 79424	NO	3
2	Townsquare Media, Lubbock, LLC-external market posting (via Townsquaremedia.com website)	NO	6
3	Townsquare Media, Lubbock, LLC-Radio Ads KFMX, KQBR, KKAM, KZII, KFYO, KKCL 4413 82 <sup>nd</sup> Street, Suite 300,Lubbock,TX 79424	NO	10
4	Lubbock Avalanche-Journal (Advertising)	NO	0
5	Jobvite.com	NO	15
6	Texas Tech University Recruitment Center - careercenter@ttu.edu	NO	12
7	Lubbock Christian University 5601 19 <sup>th</sup> Street, LubbockTX 79407 CareerServices@LCU.edu; 806.720.7238	NO	2
8	Wayland Baptist University 2002 W Loop 289, LubbockTX 79407	NO	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 12-month period</b>
9	Indeed.com (Via Greenhouse)	NO	27
10	Rawls College Career Center Rawls College of Business Texas Tech University 79409 Hailey Walker – <a href="mailto:hailey.walker@ttu.edu">hailey.walker@ttu.edu</a> – 806.742.4530	NO	7
11	Ziprecruiter.com	NO	21
12	Townsquare Media, Lubbock, LLC- Employee Referral 4413 82 <sup>nd</sup> Street, Suite 300, Lubbock, TX 79424	NO	4
13	Texas Association of Broadcasters (TAB)– <a href="http://www.tab.org">www.tab.org</a> 502 E. 11 <sup>th</sup> Street Suite #200, Austin, TX 78701 ph. 512-322-9944	NO	1
14	Lubbock Hispanic Chamber 1500 Broadway Suite 101 Lubbock, TX. 79401 Ms. Esther Sepeda, (806) 762-5059	NO	0
15	LinkedIn.com (Via Greenhouse)	NO	33
16	Texas Tech University College of Media & Communications Career Fair, Center for Student Success <a href="mailto:Cameron.skoczlas@ttu.edu">Cameron.skoczlas@ttu.edu</a>	NO	6
17	Workforce Solutions South Plains 1218 14 <sup>th</sup> St Lubbock, TX 806/765-5038	NO	2
18	Allaccess.com	NO	0
19	South Plains Job Fair Texas Workforce Commission 1301 Broadway Lubbock, TX 79401 Adele.Youngren@spworkforce.org, (806) 744-1987	NO	0
20	Career Builder	NO	0
21	Facebook.com	NO	0
22	Startwire.com	NO	0
23	Glassdoor.com (Via Greenhouse)	NO	13
24	Simplyhired.com	NO	5

**TOTAL**

**167**

### III. RECRUITMENT INITIATIVES

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Participation in Events/Programs Sponsored by Educational Institutions	Continuing our partnership with educators at Texas Tech University although in a virtual capacity based on the Coronavirus to assist in teaching appropriate classes within the college.
2	Participation in Events/Programs Sponsored by Educational Institutions	November 5th, 2020 – Texas Tech University College of Media and Communications Career fair held virtually. Held annually, this Career Fair is for students seeking jobs and internships in advertising, journalism, public relations, communications, electronic media and other related fields. The stations joined the Teams virtual fair and provided information about various radio careers and the availability of such positions.

Note: Because of COVID-19, we had a difficult time doing some of the other initiatives outlined by the FCC – for example, we were not able to run our intern program.