

Townsquare Media Lufkin License, LLC
KYKS (FM), KAFX (FM), KSFA (AM), KTBQ (FM), KVLL (FM)
EEO PUBLIC FILE REPORT
April 1, 2019 – March 31, 2020

I. VACANCY LIST

| Job Title | Recruitment Source (“RS”) Used to Fill Vacancy | RS Referring Hiree | |
|---|---|---------------------------|--|
| Sales Account Executive (Hired 12/16/19) | 15,19,20,21 | 21 | |
| Sales Account Executive (Hired 12/26/19) | 15,19,20 | 20 | |
| Brand Manager (Hired 01/16/20) | 21 | 21 | |
| Receptionist (Hired 03/11/20) | 15,19,20 | 20 | |
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**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, KTBQ, KSFA, KVLL | N | 0 |
| 10 | Sales Recruiting Party for KYKS,KAFX,KTBQ,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 (Via Greenhouse) | N | 1 |
| 16 | ON air Announcements KYKS, KAFX, KSFA, KTBQ, KVLL | N | 0 |
| 17 | Careerbuilder.com | N | 0 |
| 18 | SimplyHired.com | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over reporting period |
|-----------|--|---|--|
| 19 | Jobvite www.townsquaremedia.com | N | 1 |
| 20 | www.indeed.com (via Greenhouse) | N | 22 |
| 21 | Word of mouth | N | 2 |
| 22 | Walk-in | N | 0 |
| | TOTAL INTERVIEWEES OVER REPORTING PERIOD | | 25 |

III. RECRUITMENT INITIATIVES

| | TYPE OF RECRUITMENT INITIATIVE | BRIEF DESCRIPTION OF ACTIVITY |
|---|--|--|
| 1 | Participation in Events/Programs Sponsored by Educational Institutions | April 16, 2019, 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 23, 2019, 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 | May 1, 2019 Brand Manager of KICKS 105.1, hosted 15-20 students from Stephen F. Austin State University. Brand Manager gave students a first-hand look at the station and operations, requested and recruited interns and part time employees. |
| 4 | Participation in Events/Programs Sponsored by Educational Institutions | November 19,2019 Brand Manager of KICKS 105.1 Hosted 15-20 students from Stephen F. Austin State University. Brand Manager gave students a first-hand look at the station and operations, requested and recruited interns and part time employees. |
| 5 | Participation in Forest Country Job Fair | May 1, 2019 Director of Sales, attended the job fair for the Lufkin Market that was put on by the Angelina Chamber of Commerce for job seekers. There was a table set-up with presentations on the company, applications on hand and on-site interviews. |