

**Townsquare License, LLC
Lufkin Employment Unit
KYKS (FM), KAFX (FM), KSFA (AM), KTBQ (FM), KVLL (FM)
EEO PUBLIC FILE REPORT
April 1, 2021-March 31, 2022**

I. VACANCY LIST

Job Title	Recruitment Source (“RS”) Used to Fill Vacancy	RS Referring Hiree
Sales Account Executive (Hired 07/26/2021)	21	21
Sales Account Executive (Hired 03/01/22)	11, 20, 19	11

**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 Gruele	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	2
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	0
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	www.townsquaremedia.com Careers Page (via Greenhouse)	N	0
20	www.indeed.com (via Greenhouse)	N	0
21	Word of mouth	N	1
22	Walk-in	N	0
	TOTAL INTERVIEWEES OVER REPORTING PERIOD		3

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Participation in Events/Programs Sponsored by Educational Institutions	October 26, 2021, Brand Manager, spoke to 30 students in Marketing 352 class at Stephen F. Austin State University on the opportunities in the Radio Industry. Job Opportunities was a part of the presentation.