

**Townsquare License, LLC  
Lufkin Employment Unit  
KYKS (FM), KAFX (FM), KSFA (AM), KTBQ (FM), KVLL (FM)  
EEO PUBLIC FILE REPORT  
April 1, 2020 – March 31, 2021**

**I. VACANCY LIST**

| <b>Job Title</b> | <b>Recruitment Source (“RS”) Used to Fill<br/>Vacancy</b> | <b>RS Referring Hiree</b> |  |
|------------------|---|---------------------------|--|
|                  |   |                           |  |
|                  |   |                           |  |
|                  |   |                           |  |
|                  |   |                           |  |
|                  |   |                           |  |
|                  |   |                           |  |
|                  |   |                           |  |

*\*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<br>P.O. Box 1089 Lufkin, Texas 75901<br>Phone: 936-632-6631 Tim Hobbs  | N   | 0  |
| 2         | Nacogdoches Daily Sentinel<br>P.O. Box 630068 Nacogdoches, Texas 75963<br>Phone: 936-564-8361 Karla Deluca   | N   | 0  |
| 3         | Express Personal Services Lufkin<br>210-C Timberland Dr. Lufkin, Texas 75901<br>Phone: 936-632-1171 Debbie King  | N   | 0  |
| 4         | Work Force Solutions-Deep East Texas<br>1318 South John Redditt Suite C<br>Lufkin, Texas 75904<br>Phone: 936-639-8898 Charlene Meadows                 | N   | 0  |
| 5         | Angelina County Chamber of Commerce<br>P.O. Box 1606<br>Lufkin, Texas 75901<br>Phone: 936-634-6644   | N   | 0  |
| 6         | Nacogdoches Chamber of Commerce<br>2516 North Street<br>Nacogdoches, Texas 75965<br>Phone: 936-560-5533 Kelly Daniels                                  | N   | 0  |
| 7         | National Broadcasting Society SFA Radio/TV Dept<br>P.O. Box 13048 SFA Station<br>Nacogdoches, Texas 75962-3048<br>936-468-1278 Ext 1278 Dr. Al Gruelle | N   | 0  |
| 8         | Internal Posting (Bulletin Board)<br>1216 S First St Lufkin, Texas 75901<br>Cristie Jacks HR Director  | N   | 0  |
| 9         | Posting on All Radio Station Websites KYKS, KAFX,<br>KTBQ, KSFA, KVLL  | N   | 0  |
| 10        | Sales Recruiting Party for<br>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 <a href="http://www.tab.org">www.tab.org</a><br>Craig Bean 512-322-9944  | N   | 0  |
| 15        | Glassdoor.com  | N   | 0  |
| 16        | ON air Announcements KYKS, KAFX, KSFA, KTBQ,<br>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 <a href="http://www.townsquaremedia.com">www.townsquaremedia.com</a> | N   | 0  |
| 20  | <a href="http://www.indeed.com">www.indeed.com</a>                           | N   | 0  |
| 21  | Word of mouth  | N   | 0  |
| 22  | Walk-in  | N   | 0  |
| <b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b> |  |   | <b>0</b>   |

### III. RECRUITMENT INITIATIVES

|   | TYPE OF RECRUITMENT INITIATIVE  | BRIEF DESCRIPTION OF ACTIVITY   |
|---|---|---|
| 1 | Training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination | The Market President participated in a webinar training on FCC EEO obligations on January 13, 2021. |