

KIXS(FM), KLUB(FM), KQVT (FM)*
TOWNSQUARE MEDIA – VICTORIA

EEO PUBLIC FILE REPORT

April 1, 2019 – March 31, 2020

*Townsquare Media Victoria also programs KTXN-FM, Victoria, TX, pursuant to a local marketing agreement.

I. VACANCY LIST

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

Job Title	Date of Hire	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Operations Manager	1/8/2020	2, 4, 5, 13	9
Account Executive (Media and Digital Sales)	1/7/2020	3, 4, 13	11
On Air Talent	1/17/2020	2, 4, 5, 13	9

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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	KIXS, KLUB, KQVT On-Air Advertisements	No	0
2	Texas Association of Broadcasters 502 E. 11 th Street, Suite 200 Austin, Texas 78701 https://www.tab.org/job-bank	No	0
3	Allaccess.com	No	0
4	Indeed, Inc 7501 N Capital of Texas Highway Austin, Tx 78701 Indeed.com (Via Greenhouse)	No	116
5	Goodwin Personnel 2306 N Navarro Victoria, Tx 77901	No	0
6	South Texas Help Wanted.com Once Civic Center Plaza, Ste 506 Poughkeepsie, NT 12601 845-471-5200	No	0
7	University of Houston – Victoria Career Development Center 3007 N. Ben Wilson Victoria, TX 77901 361-570-4146	No	0
8	Victoria College Advising & Career Services 2200 E Red River Street Victoria, Texas 77901	No	0
9	Townsquare Media Victoria Websites (KIXS.com, KQVT.com, 987Jack.com, ClassicRock1069.com)	No	41

10	Townsquare Media Victoria Internal Posting 107 North Star Drive Suite 110 Victoria, Tx 77901	No	2
11	Word Of Mouth	No	0
12	Linkedin (Via Greenhouse)	No	3
13	Careerbuilder.com (Via Greenhouse)	No	0
14	Glassdoor (Via Greenhouse)	No	2
15	Referrals	No	0
16	Career Fair – TSM Victoria 5/16/2019, 3/24/2020	No	65

TOTAL INTERVIEWEES OVER REPORTING PERIOD = 229

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RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Townsquare Media Job Fair (Host)	<p>On May 16th of 2019 Townsquare Media Victoria hosted a job fair at Homewood Suites. We distributed information and applications for open positions and conducted on the spot interviews. 9am to 1pm.</p> <p>Participating employers include: Bloomington ISD, Golden Crescent Regional Planning, Goodwin Personnel, Guadalupe-Blanco River Authority, Performance Food Group, Petroleum Service Corp, Shellfish Sports Bar, Victoria Car Wash, Victoria College, Victoria County Juvenile Justice.</p>
2	Victoria College Career Fair (Participant)	<p>On Tuesday, March 4th. Townsquare Media Victoria attended the Victoria College Career fair with a booth and representative handing out information and applications for open positions and invited applicants back to the radio station for interview appointments. We attended the career fair from 9 to 2.</p>