

KIXS(FM), KLUB(FM), KQVT (FM)\*

TOWNSQUARE LICENSE, LLC

VICTORIA EMPLOYMENT UNIT

EEO PUBLIC FILE REPORT

April 1, 2020 – March 31, 2021

\*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
Market President	10/19/20	9, 12,	12
Account Executive (Media and Digital Sales)	8/31/20	4, 9,	9
Account Executive (Media and Digital Sales)	3/1/21	4, 12,	12

TOTAL INTERVIEWEES OVER REPORTING PERIOD = 19

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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 <sup>th</sup> Street, Suite 200 Austin, Texas 78701 <a href="https://www.tab.org/job-bank">https://www.tab.org/job-bank</a>	No	0
3	Allaccess.com	No	0
4	<a href="http://www.indeed.com">www.indeed.com</a> (via Greenhouse)	No	2
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	No	6

	(Townsquaremedia.com/career)		
10	Townsquare Media Victoria Internal Posting 107 North Star Drive Suite 110 Victoria, Tx 77901	No	1
11	Market Outreach	No	0
12	Linkedin (via Greenhouse)	No	2
13	Careerbuilder.com	No	0
14	Glassdoor (via Greenhouse)	No	0
15	Referrals	No	0
16	Career Fair – TSM Victoria 3/10/2021	No	4
17	Career Fair – Workforce Solutions 3/11/2021	No	4

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### RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Townsquare Media Job Fair (Host)	On March 10 <sup>th</sup> of 2021 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.
2	Townsquare Media Career Fair (Participant)	On Tuesday, March 11 of 2021. Townsquare participated in the Workforce Solutions Golden Crescent Career Day. The virtual event featured links to all Townsquare information and applications. We conducted virtual interviews from 9am to 12pm.  Participating Businesses included: Townsquare Media, City of Victoria, Ashley Homestore, Coastal Bend Staffing, Performance Food Group, Brownson Home, US Census, VISD, Wrangler Trucking.
3	Townsquare Media Career Fair (Host)	On Tuesday, March 30 <sup>th</sup> of 2021. Townsquare hosted a career fair at Homewood Suites. We distributed information about careers with Townsquare and offered applications for future open positions and conducted interviews on the spot. 10am to 1pm.  Participating Business included: Gifols Inc.