

**KIXS(FM), KLUB(FM), KQVT(FM)\*  
TOWNSQUARE MEDIA-VICTORIA  
EEO PUBLIC FILE REPORT  
April 1, 2018- March 15, 2019**

\*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," for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Manager Hire Date 5/15/18	9, 10	9
Account Executive Hire Date 6/11/18	10, 15	10
Account Executive Hire Date 12/17/18	2, 9	2
Account Executive Hire Date 1/28/19	2, 9	2
Account Executive Hire Date 2/25/19	10, 13	10

**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Texas Association of Broadcasters 502 E. 11 <sup>TH</sup> STREET, SUITE 200 AUSTIN, TX 78701 <a href="https://www.tab.org/job-bank">https://www.tab.org/job-bank</a>	N	0
2	Indeed, Inc 7501 N Capital of Texas Hiway Austin, TX 78701 <a href="http://www.indeed.com">www.indeed.com</a>	N	30
3	Goodwin Personnel 2306 N Navarro Victoria, TX 77901 361-578-3636	N	0
4	South Texas Help Wanted.com One Civic Center Plaza, Ste 506 Poughkeepsie, NY 12601 845-471-5200	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
5	All Access Media Group 28955 Pacific Coast Hiway, Suite 210 Malibu, CA 90265 <a href="http://www.allaccess.com/forum/viewforum">www.allaccess.com/forum/viewforum</a>	N	0
6	University of Houston – Victoria Career Development Center 3007 N Ben Wilson Victoria, TX 77901 361-570-4146 phone / 361-570-4136 fax	N	0
7	Victoria College Advising & Career Services 2200 E Red River Street Victoria, TX 77901	N	0
8	Workforce Solutions of the Golden Crescent 120 S Main, Suite 110 Victoria, TX 77901	N	0
9	Townsquare Media Victoria Internal Posting 107 North Star Drive Victoria, TX 77901 361-573-0777	N	13
10	Referrals	N	2
11	Unsolicited	N	0
12	Glassdoor	N	0
13	Linked In	N	1
14	Monster	N	0
15	Career Fairs-Homewood Suites 4/19/18, 11/14/18	N	6
<b>Total No. of Interviewees over 12-month period</b>			<b>52</b>

### III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Host Job Fair	Hosted a Career Fair at the Homewood Suites in Victoria, TX on April 19, 2018 from 9 am to 1 pm. Participants included area industrial, commercial, retail and media employers: <a href="https://kixs.com/career-intership-fair-this-thursday/">https://kixs.com/career-intership-fair-this-thursday/</a>
2	Host Job Fair	Hosted a Career Fair at the Homewood Suites in Victoria, TX on November 14, 2018 from 9 am to 1 pm. Participants included area industrial, commercial, retail and media employers: <a href="https://kixs.com/townsquare-media-career-fair-on-wednesday/">https://kixs.com/townsquare-media-career-fair-on-wednesday/</a>