

TOWNSQUARE MEDIA LUBBOCK LICENSE, LLC.

KFMX-FM, KQBR-FM, KKAM-AM, KZII-FM, KFYO-AM, KFYO-FM, KKCL-FM

EEO PUBLIC FILE REPORT

Covering the Period from April 1, 2018 -March 31, 2019

I. VACANCY LIST

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

Full Time Positions by Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Operations Manager Lubbock/Odessa/Midland	2, 5, 9, 11, 23	9
Account Executive	1, 3, 5, 6, 7, 9, 11, 14, 17, 20, 23, 24	3
Account Manager/Receptionist internal	1, 3, 12, 17, 21	1
Account Executive	1, 3, 5, 6, 7, 9, 11, 14, 17, 20, 23, 24	11
Account Executive	1, 3, 5, 6, 7, 9, 11, 14, 17, 20, 23, 24	3

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	Townsquare Media, Lubbock, LLC-internal posting 4413 82 nd Street, Suite 300,Lubbock,TX 79424	NO	1
2	Townsquare Media, Lubbock, LLC-external market posting- Townsquaremedia.com careers section	NO	14
3	Townsquare Media, Lubbock, LLC-Radio Ads KFMX, KQBR, KKAM, KZII, KFYO, KKCL 4413 82 nd Street, Suite 300,Lubbock,TX 79424	NO	7
4	Lubbock Avalanche-Journal (Advertising)	NO	0
5	Jobvite.com	NO	0
6	Texas Tech University Recruitment Center - careercenter@ttu.edu	NO	0
7	Lubbock Christian University 5601 19 th Street, Lubbock, TX 79407 CareerServices@LCU.edu; 806.720.7238	NO	0
8	Wayland Baptist University 2002 W Loop 289, Lubbock, TX 79407	NO	0
9	Indeed.com	NO	43
10	Rawls College Career Center	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
	Rawls College of Business Texas Tech University 79409 Hailey Walker – hailey.walker@ttu.edu – 806.742.4530		
11	Ziprecruiter.com	NO	3
12	Townsquare Media, Lubbock, LLC- Employee Referral 4413 82 nd Street, Suite 300, Lubbock, TX 79424	NO	11
13	Texas Association of Broadcasters (TAB)– www.tab.org 502 E. 11 th Street Suite #200,Austin,TX78701 ph. 512-322-9944	NO	0
14	Lubbock Hispanic Chamber 1500 Broadway Suite 101 Lubbock, TX. 79401 Ms. Esther Sepeda, (806) 762-5059	NO	0
15	LinkedIn.com	NO	9
16	Texas Tech University College of Media & Communications Career Fair, Center for Student Success Cameron.skoczlas@ttu.edu	NO	0
17	Workforce Solutions South Plains 1218 14 th St Lubbock, TX 806/765-5038	NO	2
18	Allaccess.com	NO	4
19	South Plains Job Fair Texas Workforce Commission 1301 Broadway Lubbock, TX 79401 Adele.Youngren@spworkforce.org, (806) 744-1987	NO	0
20	Career Builder	NO	3
21	Facebook.com	NO	1
22	Startwire.com	NO	0
23	Glassdoor.com	NO	6
24	Simplyhired.com	NO	3

TOTAL

107

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Station Intern Program	Internships are a continuation of our opportunity to educate and disseminate information to prospective students about the careers in the broadcasting industry. We are continuing to employ one intern for sales and one for programming. The large majority of intern applications resulted from our Job Fair at Texas Tech University. Additionally, 4 applications for intern positions were received through employee referrals or via unsolicited mail. During 2017, we employed two interns for a period of approximately 3 months each. During 2018, we employed one sales intern (Spring Semester). All three interns were in the sales intern program.
2	Participation in Events/Programs Sponsored by Educational Institutions	Continuing our partnership with educators at Texas Tech University to teach appropriate classes within the college. As a part of that education tactic, we are able to alert students of opportunities (both full-time and intern positions) that are available at the stations. Teaching assignments are not on a predetermined schedule – working to make them a recurring event each semester.
3	Participation in Events/Programs Sponsored by Educational Institutions	November 1 st , 2018 – Texas Tech University College of Media and Communications Career fair. Held annually, this Career Fair is for students seeking jobs and internships in advertising, journalism, public relations, communications, electronic media and other related fields. The stations set up a booth and manned it the entire length of the event. They spoke to people about various radio careers and the availability of such positions. Applications and resumes were collected from all that were interested.
4	EEO Training for Management Personnel	On March 19 th , 2018 the Unit’s Market President, Business Manager and Market Engineering Director received training on methods of ensuring equal employment opportunity and complying with the FCC’s EEO rules.