

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, 2019 -March 31, 2020

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
Account Executive	2, 3, 5, 6, 7, 9, 10, 11, 12, 14, 15, 16, 17, 23	2
Account Executive	2, 3, 5, 6, 7, 9, 10, 11, 12, 14, 15, 16, 17, 23	12
Account Executive	2, 3, 5, 6, 7, 9, 10, 11, 12, 14, 15, 16, 17, 23	12
Account Executive	2, 3, 5, 6, 7, 9, 10, 11, 12, 14, 15, 16, 17, 23	23
On-Air Personality – KFMX Morning Show	1, 2, 5, 9, 12, 15, 16, 23	12
Receptionist	1, 2, 5, 9, 11, 12, 15, 23	12

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	3
2	Townsquare Media, Lubbock, LLC-external market posting (via Townsquaremedia.com website)	NO	12
3	Townsquare Media, Lubbock, LLC-Radio Ads KFMX, KQBR, KKAM, KZII, KFYO, KKCL 4413 82 nd Street, Suite 300,Lubbock,TX 79424	NO	16
4	Lubbock Avalanche-Journal (Advertising)	NO	0
5	Jobvite.com	NO	1
6	Texas Tech University Recruitment Center - careercenter@ttu.edu	NO	3
7	Lubbock Christian University 5601 19 th Street, LubbockTX 79407 CareerServices@LCU.edu; 806.720.7238	NO	0
8	Wayland Baptist University 2002 W Loop 289, LubbockTX 79407	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
9	Indeed.com (Via Greenhouse)	NO	146
10	Rawls College Career Center Rawls College of Business Texas Tech University 79409 Hailey Walker – hailey.walker@ttu.edu – 806.742.4530	NO	10
11	Ziprecruiter.com	NO	27
12	Townsquare Media, Lubbock, LLC- Employee Referral 4413 82 nd Street, Suite 300, Lubbock, TX 79424	NO	7
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 (Via Greenhouse)	NO	59
16	Texas Tech University College of Media & Communications Career Fair, Center for Student Success Cameron.skoczlas@ttu.edu	NO	11
17	Workforce Solutions South Plains 1218 14 th St Lubbock, TX 806/765-5038	NO	0
18	Allaccess.com	NO	0
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	0
21	Facebook.com	NO	0
22	Startwire.com	NO	0
23	Glassdoor.com (Via Greenhouse)	NO	71
24	Simplyhired.com	NO	0

TOTAL

366

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Station Intern Program	Continued the two intern programs we started in 2016, one for sales interns and one for programming interns. The large majority of intern applications resulted from our Job Fairs at Texas Tech University. Additionally, 4 applications for intern positions were received through employee referrals or via unsolicited mail. During 2019, we employed two interns for a period of approximately 3 months each. During 2020, we have 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.
3	Participation in Events/Programs Sponsored by Educational Institutions	October 1st, 2019 – 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	Unit's Market President, Business Manager and Market Engineering Director provided training on methods of ensuring equal employment opportunity and complying with the FCC's EEO rules to the <u>Department Heads</u> as they have hiring authority. This training will help to make them aware of acceptable outreach initiative possibilities as well as documenting the proper recruitment source we used to hire as well as the ones used to try and fill the vacancy.