

TOWNSQUARE LICENSE, LLC

LUBBOCK EMPLOYMENT UNIT

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

EEO PUBLIC FILE REPORT

Covering the Period from April 1, 2021 – March 31, 2022

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
Reception/Board Op	2, 3, 6, 7, 9, 10, 11, 14, 15, 22	7
On-Air Personality	1, 2, 3, 6,7, 9, 10, 11, 14,15, 22, 23	22
On-Air Personality	1, 2, 3, 6,7, 9, 10, 11, 14,15, 22, 23	3
Account Executive	1, 2, 3, 6,7, 9, 10, 11, 14,15, 22, 23	3
Account Executive	1, 2, 3, 6,7, 9, 10, 11, 14,15, 22, 23	9
Account Executive	1, 2, 3, 6,7, 9, 10, 11, 14,15, 22, 23	2

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
8	Wayland Baptist University 2002 W Loop 289, LubbockTX 79407	NO	0
9	Indeed.com (Via Greenhouse)	NO	18
10	Rawls College Career Center Rawls College of Business Texas Tech University 79409 Hailey Walker – hailey.walker@ttu.edu – 806.742.4530	NO	2
11	Ziprecruiter.com	NO	13
12	Texas Association of Broadcasters (TAB)– www.tab.org 502 E. 11 th Street Suite #200,Austin,TX78701 ph. 512-322-9944	NO	0
13	Lubbock Hispanic Chamber 1500 Broadway Suite 101 Lubbock, TX. 79401 Ms. Esther Sepeda, (806) 762-5059	NO	0
14	LinkedIn.com (Via Greenhouse)	NO	14
15	Texas Tech University College of Media & Communications Career Fair, Center for Student Success Cameron.skoczlas@ttu.edu	NO	6
16	Workforce Solutions South Plains 1218 14 th St Lubbock, TX 806/765-5038	NO	0
17	Allaccess.com	NO	0
18	South Plains Job Fair Texas Workforce Commission 1301 Broadway Lubbock, TX 79401 Adele.Youngren@spworkforce.org , (806) 744-1987	NO	0
19	<i>Career Builder</i>	NO	0
20	Facebook.com	NO	0
21	Startwire.com	NO	0
22	Glassdoor.com (Via Greenhouse)	NO	17
23	Simplyhired.com	NO	1

TOTAL

100

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participation in Events/Programs Sponsored by Educational Institutions	Continuing our partnership with educators at Texas Tech University. This initiative is us assisting in giving lectures about jobs in the Media and communications fields, the way the industry is changing, and what that means about the education they are receiving. We discuss job titles in the industry, and what each job duty entails. The Regional Digital Sales Director handles these lectures, with either the Director of Content or the Market President who will fill in when needed. Dates that these lectures were given were April 28 th , 2021, July 26 th , 2021, and November 30 th , 2021.
2	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	Monday, November 1, 2021 – Texas Tech University College of Media and Communications Career fair held virtually. 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 representatives (Senior Account Executive, Market Engineering Director, and the Regional Digital Sale Director) joined the Teams virtual fair and provided information about various radio careers and the availability of such positions.
3	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	Had an Equal Opportunity training session for the Department Heads based off of the information on the eeoc.gov website and other sources online. Topics discussed were: Types of discrimination, Policies affecting EEO in the workplace, Accommodations, Laws regarding EEO, and Retention of Employment Records. This training was completed on October 14 th , 2021 with the Market President, Director of Content, Digital Managing Editor, Director of Engineering, Brand Managers, and the Regional Digital Sales Director.