

Townsquare Media Killeen-Temple License, LLC
 KOOC(FM), KSSM(FM), KUSJ(FM), KLTD(FM), KTEM(AM)

EEO PUBLIC FILE REPORT

April 1, 2019 – March 31, 2020

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
Production Director	7/9/19	3, 11	3
Account Executive	1/06/20	11,13,	7
Production Director	02/18/20	11,10	9
Account Executive	12/16/19	11,13	7
Account Executive	4/29/19	11,13	11
Account Executive	6/3/19	10, 11,13	10
Operations Manager	11/11/19	3,14,15	3
Account Executive	10/1/19	11,13	7
Operations Manager	3/30/20	3,14,15	3

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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	KUSJ, KOOC, KLTD, KTEM, KSSM On-Air Advertisements	No	0
2	Hood Howdy Fort Hood Job Fair 5764 Bldg Killeen, TX 76544 Telephone: 254-532-5669	No	0
3	Allaccess.com	No	1
4	Texas Association of Broadcasters 502 E. 11th St. Suite 200 Austin TX 78701 Fax: 512-322-0522	No	0
5	University of Mary Hardin Baylor Career Placement 900 College St. Belton TX 76513 Fax: 254-295-5692	No	0
6	Central Texas College Career Placement 6200 West Central Texas Expressway Killeen TX 76549 Fax: 254-526-1480	No	0
7	TownsquareMedia.com	No	3
8	Internal Posting	No	0
9	Word Of Mouth	No	3
10	Linkedin (Via Greenhouse)	No	1
11	Indeed.com (Via Greenhouse)	No	1
12	Careerbuilder.com	No	0
13	Glassdoor	No	0
14	Inside Radio	No	0
15	RAMP (Trade Publication)	No	0

TOTAL INTERVIEWEES OVER REPORTING PERIOD = 9

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Townsquare Media Hiring Event	<p>On June 19, 2019, Townsquare Media hosted a job fair at our studios. This job fair was open to all applicants interested in Programming or Sales positions at the radio stations. The job fair was hosted by the Operations Manager and the DOS who have a deciding voice in which applicant may be hired out of the pool of applicants. We distributed information and applications for open positions and conducted on the spot interviews for 90 minutes. The job fair was promoted with promos on all stations that ran in all day parts 90 days out. The job fair was also promoted on all station websites in our Townsquare job portal. Candidates included strong participation from women and minorities.</p>
2	Townsquare Media Hiring Event	<p>On July 17, 2019, Townsquare Media hosted a job fair at our studios. This job fair was open to all applicants interested in Programming or Sales positions at the radio stations. The job fair was hosted by the Operations Manager and the DOS who have a deciding voice in which applicant may be hired out of the pool of applicants. We distributed information and applications for open positions and conducted on the spot interviews for 90 minutes. The job fair was promoted with promos on all stations that ran in all day parts 90 days out. The job fair was also promoted on all station websites in our Townsquare job portal. Candidates included strong participation from women and minorities.</p>
3	Townsquare Media Hiring Event	<p>On August 14, 2020, Townsquare Media hosted a job fair at our studios. This job fair was open to all applicants interested in Programming or Sales positions at the radio stations. The job fair was hosted by the Operations Manager and the DOS who have a deciding voice in which applicant may be hired out of the pool of applicants. We distributed information and applications for open positions and conducted on the spot interviews for 90 minutes. The job fair was promoted with promos on all stations that ran in all day parts 90 days out. The job fair was also promoted on all station websites in our Townsquare job portal.</p>

4	Participation in Job Fairs	Hood Howdy August 15 th from 8am to Noon. Townsquare Media attended the job fair at Hood Howdy on Fort Hood from 8am to Noon. We handed out information, applications, and discussed open positions and internships. Candidates included strong participation from women and minorities. Our Operations Manager who has significant responsibility for hiring decisions was in attendance.
5	Participation in Job Fairs	Hood Howdy February 21 st from 8am to Noon. Townsquare Media attended the job fair at Hood Howdy on Fort Hood from 8am to Noon. We handed out information, applications, and discussed open positions and internships. Candidates included strong participation from women and minorities. Our Operations Manager who has significant responsibility for hiring decisions was in attendance.
6	Establishment of Intern Program	Began intern program with 1 UMHB student starting in January 2020.
7	Participation in Event/Program Sponsored by Educational Institution	DJ attended career day at Pathways High School in Killeen April 24 th , 2019 to discuss opportunities in Broadcasting
8	Participation in Event/Program Sponsored by Educational Institution	DJ talks to kids at Hay Branch Elementary in Killeen 5-30-2019
9	Participation in Event/Program Sponsored by Educational Institution	DJ talks to kids at KIDS University in Killeen 6-19-2019