

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

EEO PUBLIC FILE REPORT

April 1, 2018 – March 31, 2019

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
Chief Engineer	4/30/18	1,7,11,12,13	7
AM Producer	9/18/18	1,7,11,12	11
Part-Timer Airstaff	1/25/19	1,7,11,12	1
Part-Timer Airstaff	12/12/18	1,7,11,12	1
Traffic	9/10/18	11,12,13	8
Sales Assistant	7/10/18	1,11,12	8
Account Rep	7/9/18	1,7,10,11,12,13	10
Account Rep	01/28/19	1,7,10,11,12,13	9
Market President	12/12/18	1,3,4,7,10,11,12,13	9

TOTAL INTERVIEWEES OVER REPORTING PERIOD = 09

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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	2
2	Hood Howdy Fort Hood Job Fair 5764 Bldg Killeen, TX 76544 Telephone: 254-532-5669	No	0
3	Allaccess.com	No	0
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	1
8	Internal Posting	No	2
9	Word Of Mouth	No	2
10	Linkedin	No	1
11	Indeed.com	No	1
12	Careerbuilder.com	No	0
13	Glassdoor	No	0

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Townsquare Media Job Fair (Host)	On August 8 <sup>th</sup> 2018, 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.
2	Townsquare Media Job Fair (Host)	On September 12th, 2018, 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.
3	Townsquare Media Job Fair (Host)	On October 17th 2018, 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.

4	Participation in Job Fairs (Co-sponsor)	Hood Howdy August 10 <sup>th</sup> 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 (Co-sponsor)	Hood Howdy February 21 <sup>st</sup> 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	Participation in Job Fairs	City of Harker Heights Job Fair at Harker Heights High School on February 28th. Townsquare Media attended the job fair at the Harker Heights. We handed out information, applications, and discussed open positions and internships. Candidates included strong participation from women and minorities.