

**EEO PUBLIC FILE REPORT**  
**Townsquare License, LLC**  
**Odessa-Midland Employment Unit**  
**KBAT-FM, KZBT-FM, KMND-AM, KODM-FM, KNFM-FM**  
**04/01/20 – 03/31/21**

**Section 1. Vacancy List**

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS that Referred the hire</b>
Account Executive (3)	1, 3, 4, 5, 6	6 – 2, 4 - 1
Director of Content/Brand Manager & Morning Show Host	1, 3,4,5, 6	6
Account Manager	3, 4, 5, 6	6

**Section 2. Recruitment Source List**

<b>RS Number</b>	<b>RS Information</b>	<b>RS Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviews Referred by RS over 12-month period</b>
1	KBAT, KNFM, KZBT, KODM, KMND-AM Vacancy Announcements broadcast over the air and posted to the station's website.	No	3 – AE 5 - DOC
2	Facebook.com	No	0
3	Glassdoor Glassdoor.com (via Greenhouse)	No	2- AE
4	Townsquare Media (via employee Referral)	No	1– AE
5	Linked In (via Greenhouse)	No	3 - AE
6	Indeed Indeed.com (via Greenhouse)	No	26 – AE 7- AM 2- DOC
7	Career Resources / Handshake Univ. of Texas Permian Basin	No	0

	4901 East University Odessa, TX 79762		
8	TAB 502 W. 11 <sup>th</sup> Street, #200 Austin, TX 78701 www.tab.org	No	0
<b>Total Number of Interviews over 12-month period: 49</b>			

**Section 3. Recruitment Initiatives**

<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
<b>Participation in Job Fair</b>	<b>Station personnel who have substantial responsibility in the making of hiring decisions signed up for a “live” broadcast at the West Texas Blowout on June 20, 2020. Cancelled due to COVID-19.</b>
<b>Training Program</b>	<b>Station personnel who have substantial responsibility in the making of hiring decisions enrolled in classes for Talent Focused Management to ensure recruitment process is diverse &amp; inclusive. Attended every Tuesday for 3 hours per day, January 18, 2021 – March 27, 2021.</b>
<b>Training Program</b>	<b>Training program provided by Center for Sales Strategy enabling station personnel to acquire skills that could qualify them for higher positions</b>
<b>Management / Staff Training</b>	<b>Management participated in training program for “A Manager’s Guide to Diversity, Inclusion, and Accommodation” and “Workplace Harassment Prevention for Managers / Staff” in February, June, September 2020, and January 2021.</b>
<b>Management Training</b>	<b>Participated in EEO training with Townsquare HR, to review FCC/EEO Recruitment requirements on January 13, 2021.</b>