

**Townsquare License, LLC**  
**Tyler Employment Unit**  
**KNUE(FM), KTYL(FM), KISX(FM), KKTX(FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2022-March 31, 2023\***  
**(\*amended 12/14/2023)**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

| Job Title               | Recruitment Sources (RS) Used to Fill Vacancy | RS Referring Hiree |
|-------------------------|-----------------------------------------------|--------------------|
| Market President        | 1, 2, 4, 6                                    | 5                  |
| Account Executive       | 1, 2, 4, 6                                    | 22                 |
| Account Executive       | 1, 2, 4, 6                                    | 4                  |
| Digital Managing Editor | 1, 2, 4, 6                                    | 1                  |

**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         | <a href="http://www.townsquaremedia.com">www.townsquaremedia.com</a> (via Greenhouse)                                                                                                                                                                             | No                                                | 3                                                       |
| 2         | Indeed.com (via Greenhouse)                                                                                                                                                                                                                                       | No                                                | 1                                                       |
| 3         | Indeed.com (sourced)                                                                                                                                                                                                                                              | No                                                | 5                                                       |
| 4         | LinkedIn (via Greenhouse)                                                                                                                                                                                                                                         | No                                                | 3                                                       |
| 5         | LinkedIn (sourced)                                                                                                                                                                                                                                                | No                                                | 2                                                       |
| 6         | Glassdoor.com                                                                                                                                                                                                                                                     | No                                                | 0                                                       |
| 7         | Station Employment website section<br>KNUE, KISX, KTYL, KKTX                                                                                                                                                                                                      | No                                                | 0                                                       |
| 8         | Station Job Notice On-Air Announcements<br>KNUE, KISX, KTYL, KKTX                                                                                                                                                                                                 | No                                                | 0                                                       |
| 9         | The University of Texas at Tyler<br>3900 University Blvd. Tyler, TX 75799<br>(903) 566-7000 Contact: Career Success & Alumni Dept.<br><a href="mailto:uttylercareersuccess@uttyler.edu">uttylercareersuccess@uttyler.edu</a><br>All Job Postings on Handshake.com | No                                                | 0                                                       |
| 10        | LeTourneau University Career Services<br>2100 Moberly Ave. Longview, TX 75602<br>(800) 759-8811 Contact: Dr. Rachel Olshine Frazier<br><a href="mailto:RachelOlshine@letu.edu">RachelOlshine@letu.edu</a>                                                         | No                                                | 0                                                       |

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| RS Number                                                 | RS Information                                                                                                                                                                                                                      | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|-----------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|---------------------------------------------------------|
| 11                                                        | Tyler Junior College<br>1327 S. Baxter Ave. Tyler, TX 75701<br>(903) 510-3346 Contact: Career Planning - Sherry Fuller<br><a href="mailto:sherry.fuller@tjc.edu">sherry.fuller@tjc.edu</a>                                          | No                                                | 0                                                       |
| 12                                                        | Texas College<br>2404 N. Grand Tyler, TX 75702<br>903.593.8311 Director Career Services<br>Post jobs on <a href="http://collegecentral.com">collegecentral.com</a> ( <a href="http://employercentral.com">employercentral.com</a> ) | No                                                | 0                                                       |
| 13                                                        | Express Personnel Services<br>5609 S. Donnybrook Ave.<br>Tyler, TX 75703<br>Ph: (903) 592-9999 Contact: Patricia Guevera                                                                                                            | No                                                | 0                                                       |
| 14                                                        | NAACP-Longview<br>P.O. Box 8862 Longview, TX 75602<br>(430) 558-8142 Contact: Winsell Coleman, President<br><a href="mailto:LongviewnaACP@gmail.com">LongviewnaACP@gmail.com</a>                                                    | No                                                | 0                                                       |
| 15                                                        | NAACP-Tyler<br>2000 West Gentry Parkway, Tyler, TX 75702<br>(903) 531-0071 Contact: Cedrick Granberry, President<br><a href="mailto:Naacptyler6230@gmail.com">Naacptyler6230@gmail.com</a>                                          | No                                                | 0                                                       |
| 16                                                        | Embark Women<br>7922 S. Broadway Tyler, TX 75703<br>(210) 317-2743 Contact: Crystal Brice<br><a href="mailto:embarkwomen@gmail.com">embarkwomen@gmail.com</a>                                                                       | No                                                | 0                                                       |
| 17                                                        | Texas Association of Broadcasters<br>Craig Bean 512.322.9944<br><a href="http://www.tab.org/job-bank/post-job">www.tab.org/job-bank/post-job</a>                                                                                    | No                                                | 0                                                       |
| 18                                                        | East Texas Workforce Center<br>4100 Troup Highway Tyler, TX 75703<br>903.561.8131<br><a href="http://Workintexas.com">Workintexas.com</a>                                                                                           | No                                                | 0                                                       |
| 19                                                        | AllAccess.com                                                                                                                                                                                                                       | No                                                | 0                                                       |
| 20                                                        | Job Fairs                                                                                                                                                                                                                           | No                                                | 0                                                       |
| 21                                                        | Facebook – KNUE, KISX, KKTX, KTYL                                                                                                                                                                                                   | No                                                | 0                                                       |
| 22                                                        | Employee Referral                                                                                                                                                                                                                   | No                                                | 1                                                       |
| 23                                                        | Studio / Office Walk-In                                                                                                                                                                                                             | No                                                | 0                                                       |
| <b>TOTAL NUMBER OF INTERVIEWEES OVER 12-MONTH PERIOD:</b> |                                                                                                                                                                                                                                     |                                                   | <b>15</b>                                               |

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**III. RECRUITMENT INITIATIVES**

| <b>TYPE OF RECRUITMENT INITIATIVE<br/>(MENU SELECTION)</b>                                                                          | <b>BRIEF DESCRIPTION OF ACTIVITY</b>                                                                                                                                                                                                                                                                                                           |
|-------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting;            | On May 19, 2022, Market President gave a presentation to Whitehouse High School Juniors and Seniors on Job Interviews and best practices for new employment. The Market President discussed careers in broadcasting at the event.                                                                                                              |
| Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting;            | On October 20, 2022, Market President was a conference speaker at the University of Texas at Tyler’s Career Success Conference. The presentation to students included a Q&A on determining your best career fit, interviewing, getting the job, and excelling once hired. The Market President discussed careers in broadcasting at the event. |
| Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting             | On April 5, 2022, Market President met with class of students in the Broadcast and Journalism program at UT Tyler. MP spoke about media jobs, fielded questions about a career in broadcast, and invited students to apply for jobs at Townsquare.                                                                                             |
| Sponsorship of community event designed to inform and educate members of the public as to employment opportunities in broadcasting; | Stations sponsored the Red Dirt BBQ on May 7, 2022. The event was attended by over 6,000 people. The stations had a booth at the event. They hung posters urging people to apply to jobs with Townsquare or stop by and talk with the Market President about careers in broadcasting.                                                          |