

Townsquare Media Tyler License, LLC
KNUE(FM), KTYL(FM), KISX(FM), KKTX(FM)
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	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Digital Managing Editor	2,4,25,26	25
Sales Account Executive	2,4,25,26	7
Sales Account Executive	2,4,25,26	12
Sales Account Executive	2,4,25,26	25
Sales Account Executive	2,4,25,26	12
Sales Account Executive	2,4,25,26	2
Sales Account Executive	2,4,25,26	25
Sales Account Executive	2,4,25,26	2
Sales Account Executive	2,4,25,26	12
Account Manager / Administrative Assistant	2,4,10,25,26	2
Digital Managing Editor	2,4,25,26	2

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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 12-month period
1	Townsquare Media Corporate Careers Page	No	0
2	Indeed.com (via Greenhouse)	No	7
3	CareerBuilder.com	No	0
4	Glassdoor.com (via Greenhouse)	No	1
5	SimplyHired.com	No	0
6	KNUE, KISX, KTYL, KKTX, ETSN Station Employment website section	No	1
7	KNUE, KISX, KTYL, KKTX Station Job Notice On Air Announcements	No	8
8	LeTourneau University Career Services 2100 Moberly Ave. Longview, TX 75602 800.759.8811 Contact: Mary Olsen/Steve Gatton	No	0
9	Hispanic Business Center University Texas Tyler 3900 University Blvd. Tyler, TX 75799 903.565.5581 Contact: Dr. Isaura Flores	No	0
10	Express Personnel Services 5609 S. Donnybrook Ave. Tyler, TX 75703 Ph: (903) 592-9999 Patricia Guevera	No	2
11	NAACP-Longview/Tyler P.O. Box 8862 Longview, TX 75602 903.592.7553 Contact: Rev. H.Q. Dickerson, President	No	0
12	Word of Mouth	No	10
13	Studio Walk-ins	No	0
14	Sales Recruiting Job Fair for KNUE, KTYL, KISX, KKTX	No	0
16	Tyler Morning Telegraph P.O. Box 2030 Tyler, TX 75710 903.502.3818 Brett Davis	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
17	Longview News Journal 320 E Methvin Longview, TX 75601 903.232.7291 Fran	No	0
18	Texas Association of Broadcasters www.tab.org Craig Bean 512.322.9944	No	0
19	East Texas Workforce Center 4100 Troup Highway Tyler, TX 75703 903.561.8131	No	0
20	Tyler Junior College P.O. Box 9020 Tyler, TX 75701 903.510.2334 Kim Harden Coordinator	No	0
21	Texas College 2404 N. Grand Tyler, TX 75702 903.593.8311 Ardith Weiss Director Career Services	No	0
23	University of Texas @ Tyler Career Services 3900 University Blvd. Tyler, TX 75799 903.565.5581 Krista Richardson Coordinator	No	0
24	Facebook (KNUE, KISX, KKTU, KTYL Social Media Facebook pages)	No	0
25	LinkedIn (via Greenhouse)	No	3
26	Townsquare Corporate Recruiters	No	7
27	AllAccess.com	No	0
TOTAL NUMBER OF INTERVIEWEES OVER 12-MONTH PERIOD:			39

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participation in Events/Programs Sponsored by Educational Institutions	Market President Conference Speaker and Attendant at UT Tyler Success Conference pairing Businesses with Students to recruit and mentor for career success. September 2019
2	Participation in Job Fairs	Director of Sales attended and worked a table at the Chapel Hill High School Vocation & Job Fair November 12, 2019
3	Participation in Job Fairs	Director of Sales hosted booth at Chamber Expo in Tyler, with a focus on recruitment as well as marketing services. January 2020
4	Participation in Job Fairs	MP Participation in C4 Event at Tyler Junior College January 2020
5	Ongoing Recruitment	Market President running on-air ads on all stations, as well as asking for referrals from many community leaders, clients and civic organizations.
6	Provision of Training to Management in EEO	DOS & MP participated in Center for Sales Strategy training