



**Townsquare Media of El Paso, Inc.**  
**Equal Employment Opportunity**  
**Public File Report**  
**KLAQ-FM, KSII-FM, KROD-AM**  
**04/01/22 - 03/31/23**

**I. VACANCY LIST**

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

	<b>Job Title</b>	<b>Recruitment Sources (RS) used to fill Vacancy (Numbers Correspond to the Recruitment Source List in Part II)</b>	<b>RS That Referred the Hiree</b>
1	Receptionist	11, 13, 14, 15	17
2	Morning Show Co-Host/Digital Content Creator KLAQ	11, 13, 14, 15	17

**II. RECRUITMENT SOURCE LIST**

<b>RS Number</b>	<b>RS Information</b>	<b>Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12 month period</b>
1	LULAC National Office 201 E. Main Dr. El Paso, TX 79901	No	0
2	Equal Employment Opportunity Commission 300 E. Main, Ste 500 El Paso, TX 79901	No	0
3	UTEP Career Center W. University 103 W. Union Building El Paso, TX <a href="http://www.utep.edu/careers">www.utep.edu/careers</a>	No	0
4	Career Services Dept at EPCC <a href="http://www.epcc.edu/careerservices">www.epcc.edu/careerservices</a>	No	0



5	Project Bravo 2000 Texas Ave. El Paso, TX 79901	No	0
6	New Mexico State University www.careerservices.nmsu.edu	No	0
7	Davis L. Carrasco Job Corp 11155 Gateway Blvd West El Paso TX 79935	No	0
8	Southwest University 1414 Geronimo El Paso, TX 79925	No	0
9	WorkForce Solutions Borderplex 300 E. Main St, Ste 100 El Paso, TX 79901 www.workintexas.com	No	0
10	Outside Referral	No	0
11	KLAQ / KSII / KROD Websites	No	0
12	Walk-Ins/call-In	No	0
13	Townsquaremedia.com (via Greenhouse)	No	1
14	Indeed.com (via Greenhouse)	No	3
15	Linkedin.com (via Greenhouse)	No	3
16	Blissbookoo.com	No	0
17	Employee Referral	No	3
<b>Total Interviewees During 12 months</b>			10

### III. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
<b>Internship Program</b>	An El Paso Chapin High School student interned with KROD from 8/25/22-12/16/22. Instruction included the set up and execution of a live sports broadcast, monitoring and maintaining operations for a cluster of stations, and teaching the fundamentals of programming specific to a Sports station.
<b>Educational Institution Outreach</b>	On May 27, 2022 from 8:00 a.m. to 11:00 a.m. the KSII Morning Show co-host participated in a speaking engagement at Bel Air Middle School Career Day, to discuss career opportunities in broadcasting. She also shared her experience in Radio and Television, and involvement with the 501C3 "Mija, Yes You Can"

	which is dedicated to empowering and inspiring women.
<b>Educational Institution Outreach</b>	On June 1, 2022 from 11:30 a.m. to 1:00 p.m. the KSII Morning Show co-host participated in a speaking engagement at Bill Sybert School to discuss career opportunities in broadcasting. She also shared her experience in Radio and Television, and involvement with the 501C3 “Mija, Yes You Can” which is dedicated to empowering and inspiring women.
<b>Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions.</b>	Three Account Executives participated in the Top Gun Academy Sessions Dec. 3, 2022. This training teaches elements of a great marketing strategy, and improved use of data and TSM resources; designed to create professional growth through advancing abilities.
<b>Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.</b>	Participated as the Media Partner promoting their annual event taking place on 3/26/23 “The Mija Market,” for the non-profit women’s empowerment organization “Mija, Yes You Can,” including set up of a recruitment table staffed by women sharing their professional experiences about their careers in broadcasting. They answered questions and invited applicants.
<b>Training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination</b>	On March 17, 2023, Accounting Manager-GL team participated in a webinar for training on FCC EEO obligations.