

**TOWNSQUARE MEDIA LUBBOCK LICENSE, LLC.**

**KFMX-FM, KQBR-FM, KKAM-AM, KZII-FM, KFYO-AM, KKCL-FM**

**EEO PUBLIC FILE REPORT**

**April 1, 2015 -March 31, 2016**

**(Amended March 22, 2017)**

**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</b>	<b>RS Referring Hiree</b>
Account Executive (April/May 2015 Recruitment)	2, 5, 9, 11, 12, 15	2, 9, 12
Account Executive (May/June 2015 Recruitment)	2, 5, 9, 11, 12, 15	2, 9, 12
Account Executive (May/June 2015 Recruitment)	2, 5, 9, 11, 12, 15	2, 9, 12
Market Manager (August/September 2015 Recruitment)	19	19

**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	Townsquare Media, Lubbock, LLC-internal posting 4413 82 <sup>nd</sup> Street, Suite 300,Lubbock,TX 79424	NO	0
2	Townsquare Media, Lubbock, LLC-external market posting	NO	0
3	Townsquare Media, Lubbock, LLC-Radio Ads KFMX, KQBR, KKAM, KZII, KFYO, KKCL 4413 82 <sup>nd</sup> Street, Suite 300,Lubbock,TX 79424	NO	14
4	LubbockAvalanche-Journal-employment ad 710 Ave. J Lubbock ,TX. 79401	NO	0
5	Jobvite.com	NO	0
6	TexasTechUniversity Recruiting center <a href="mailto:cpp@ttu.edu">cpp@ttu.edu</a>	YES	0
7	LubbockChristianUniversity 5601 19 <sup>th</sup> Street,LubbockTX 79407 Career Expo	YES	0
8	WaylandBaptistUniversity 2002 W Loop 289,LubbockTX 79407 Kent Brooks & Recruiting Job Fair	NO	0
9	Indeed.com	NO	22
10	RawlsCollegeCareerCenter Rawls College of Business	NO	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
	Texas Tech University 79409 Garrett Perkins ~ <a href="http://www.rawlscmc.ba.ttu.edu">www.rawlscmc.ba.ttu.edu</a>		
11	Ziprecruiter.com	NO	0
12	Townsquare Media, Lubbock, LLC- Employee Referral 4413 82 <sup>nd</sup> Street, Suite 300,Lubbock,TX 79424	NO	5
13	TexasAssociation of Broadcasters (TAB)– <a href="http://www.tab.org">www.tab.org</a> 502 E. 11 <sup>th</sup> Street Suite #200,Austin,TX78701 ph. 512-322-9944	NO	0
14	Lubbock Hispanic Chamber 1500 Broadway Suite 101 Lubbock, TX. 79401	YES	0
15	LinkedIn.com	NO	5
16	American Commercial College Diane Johnston <a href="mailto:dianejohnston@americancommercialcollege.com">dianejohnston@americancommercialcollege.com</a>	NO	0
17	South Plains Workforce Commission 4611 50 <sup>th</sup> Street Lubbock, TX. 79414	YES	0
18	Allaccess.com	NO	0
19	PointClear Search 11824 Brookhill Lane Dallas TX 75230-2363	NO	6
20	South Plains Job Fair Texas Workforce Commission 1301 Broadway Lubbock, TX 79401	NO	25
21	Careersite.com	NO	45
22	Facebook.com	NO	1
25	Startwire.com	NO	3
26	Glassdoor.com	NO	1
27	Simplyhired.com	NO	1
28	Texas Tech University College of Media & Communications Career Fair, Center for Student Success <a href="mailto:Cameron.skoczlas@ttu.edu">Cameron.skoczlas@ttu.edu</a>	NO	42

TOTAL

170

### III. RECRUITMENT INITIATIVES

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Station Intern Program	<p>The stations did not have an intern program in 2015. However, we started a new intern program in 2016 in conjunction with Texas Tech University. The intern we hired (hire date 2/12/2016) as a result of this program works with the sales staff across all stations. Her internship role will end on May 31, 2016. In her internship role she is learning sales techniques, production requirements for spot production and client management techniques. As a part of her role, we have had her work in copywriting for spots as well as using her as a voice talent on some of our spots produced for clients.</p>
2	Participation in Events/Programs Sponsored by Educational Institutions	<p>Began an initiative in 2016 to partner with educators at Texas Tech University to teach appropriate classes within the college. As a part of that education tactic, we are able to alert students of opportunities (both full time and intern positions) that are available at the stations. So far our Market Manager has spoken with 1 class (Texas Tech University, Intro to Media, January 5, 2016).</p>
3	Participation in Job Fairs	<p>April 14, 2015 – South Plains Job Fair. Located in Lubbock Texas, it is a regionally sponsored, one day event that brings together a diverse group of employers actively looking for employees in the South Plains Region. Applicants are drawn from the military, colleges and universities, displaced workers and those seeking to improve their career options. The stations set up a booth and manned it the entire day. They spoke to people about various radio careers and the availability of such positions. Applications and resumes were collected from all that were interested.</p>
4	Participation in Events/Programs Sponsored by Educational Institutions	<p>November 12, 2015 – Texas Tech University College of Media and Communications Career fair. Held annually, this Career Fair is for students seeking jobs and internships in advertising, journalism, public relations, communications, electronic media and other related fields. The stations set up a booth and manned it the entire day. They spoke to people about various radio careers and the availability of such positions. Applications and resumes were collected from all that were interested.</p>
5	EEO Training for Management Personnel	<p>On March 8, 2016, the Unit’s Market President, and Assistant Business Manager received training on methods of ensuring equal employment opportunity and complying with the FCC’s EEO rules.</p>