

**TOWNSQUARE MEDIA LUBBOCK LICENSE, LLC.**

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

**EEO PUBLIC FILE REPORT**

**Covering the Period from April 1, 2016 -March 31, 2017**

**I. VACANCY LIST**

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

<b>Full Time Positions by Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	5, 6, 7, 9, 11, 14, 15, 17	2
Account Executive	5, 6, 7, 9, 11, 14, 15, 17	9
Asst Brand Manager - KQBR	5, 6, 7, 9, 11, 14, 15, 17, 18	18
Operations Manager	18	12
On-Air Personality - KZII/Production Manager	18	12
On-Air Personality - KZII	18	12

**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	5
2	Townsquare Media, Lubbock, LLC-external market posting	NO	24
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	4
4	Lubbock Avalanche-Journal (Advertising)	NO	0
5	Jobvite.com	NO	0
6	Texas Tech University Recruitment Center - careercenter@ttu.edu	NO	0
7	Lubbock Christian University 5601 19 <sup>th</sup> Street, LubbockTX 79407 CareerServices@LCU.edu; 806.720.7238	NO	0
8	Wayland Baptist University 2002 W Loop 289, LubbockTX 79407	NO	0
9	Indeed.com	NO	178
10	Rawls College Career Center Rawls College of Business Texas Tech University 79409 Hailey Walker – <a href="mailto:hailey.walker@ttu.edu">hailey.walker@ttu.edu</a> – 806.742.4530	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>
11	Ziprecruiter.com	NO	0
12	Townsquare Media, Lubbock, LLC- Employee Referral 4413 82 <sup>nd</sup> Street, Suite 300, Lubbock, TX 79424	NO	0
13	Texas Association 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 Ms. Esther Sepeda, (806) 762-5059	NO	0
15	LinkedIn.com	NO	10
16	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	0
17	Workforce Solutions South Plains 1218 14 <sup>th</sup> St Lubbock, TX 806/765-5038	NO	0
18	Allaccess.com	NO	10
19	South Plains Job Fair Texas Workforce Commission 1301 Broadway Lubbock, TX 79401 Adele.Youngren@spworkforce.org, (806) 744-1987	NO	0
20	Career Builder	NO	1
21	Facebook.com	NO	0
22	Startwire.com	NO	0
23	Glassdoor.com	NO	4
24	Simplyhired.com	NO	1

**TOTAL**

**237**

### III. RECRUITMENT INITIATIVES

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Station Intern Program	Started two intern programs in 2016, one for sales interns and one for programming interns. The large majority of intern applications resulted from our Job Fairs at Texas Tech University. Additionally, 8 applications for intern positions were received through employee referrals or via unsolicited mail. During 2016, we employed three interns for a period of approximately 3 months each. During 2017, we have employed one sales intern (Spring Semester). Three interns were in the sales intern program and one was a programming intern.
2	Participation in Events/Programs Sponsored by Educational Institutions	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. Teaching assignments are not on a predetermined schedule – working to make them a recurring event each semester.
3	Participation in Events/Programs Sponsored by Educational Institutions	March 7, 2017 – 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.