

**TOWNSQUARE MEDIA LUBBOCK LICENSE, LLC**  
**KFMX-FM, KQBR(FM), KKAM(AM), KZII-FM,**  
**KFYO(AM), and KKCL-FM**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2013 – March 31, 2014 (Amended May 3, 2016)**

**I. VACANCY LIST**

See Section II, the Master Recruitment Source List, for recruitment source data.

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Digital Managing Editor	2, 15	15
Market Manager (or “Market President”)	Exigent circumstances	Exigent circumstances
Account Executive	3, 4	4
Brand Manager	2	2
Director of Sales	5, 13, 15, 16	5

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**II. MASTER RECRUITMENT SOURCE LIST**

RS No.	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
1	Townsquare Media Lubbock License, LLC – internal posting 4413 82nd Street, Suite 300 Lubbock, TX 79424	No	0
2	Townsquare Media – external market posting (Townsquare stations in Abilene, Amarillo, Dallas, Lake Charles, Lawton, Lufkin, Shreveport, Texarkana, Tyler, and Wichita Falls)	No	7
3	Townsquare Media Lubbock License, LLC – on-air announcements (all Unit stations)	No	10
4	Lubbock Avalanche Journal employment ad 710 Avenue J Lubbock ,TX. 79401	No	1
5	Mediastaffing.com	No	12
6	Texas Tech University Recruiting Center <a href="mailto:cpp@ttu.edu">cpp@ttu.edu</a>	No	0
7	Lubbock Christian University Career Expo 5601 19th Street Lubbock, TX 79407	No	0
8	Wayland Baptist University 2002 W. Loop 289 Lubbock, TX 79407 Contact: Kent Brooks	No	0
9	National Association of Hispanic Journalists Job Bank 1000 National Press Building Washington, DC 20045 <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a> Fax: (202) 662-7144	No	0

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<b>RS No.</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over Reporting Period</b>
10	Rawls College of Business Career Center Texas Tech University 79409 <a href="http://www.depts.ttu.edu/rawlsbusiness/about/cmc">http://www.depts.ttu.edu/rawlsbusiness/about/cmc</a> Contact: Garrett Perkins	No	0
11	Walk-In	No	0
12	Employee Referral	No	1
13	Texas Association of Broadcasters 502 E. 11th Street, Suite #200 Austin, TX 78701 <a href="http://www.tab.org">www.tab.org</a> (512) 322-9944	No	6
14	Lubbock Hispanic Chamber 1500 Broadway, Suite 101 Lubbock, TX. 79401	No	0
15	Oklahoma Broadcasters Association	No	5
16	New Mexico Broadcasters Association	No	2
17	South Plains Workforce Commission 4611 50th Street Lubbock, TX. 79414	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>44</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
1	Establishment of Internship Program	During the reporting period, the Unit hosted two interns from Texas Tech University. The interns worked primarily on projects for AM station KFYO. Specifically, they assisted in the production of morning talk shows and station promotions, drafted summaries of on-air interviews for the stations' websites, and assisted with remote broadcasts. The interns also spent time with the programming staff and learned about various aspects of the radio industry such as FCC regulation, rules of production, and coordination among on-air talent, sales, and clients.
2	Establishment of Internship Program	During the reporting period, the Unit hosted an intern from Texas Tech University. The intern worked primarily on projects for AM station KFYO. Specifically, the intern assisted in the production of morning talk shows and station promotions, drafted summaries of on-air interviews for the stations' websites, and assisted with remote broadcasts and live events. The intern spent time with the programming staff and learned about various aspects of the radio industry such as FCC regulation, rules of production, and coordination among on-air talent, sales, and clients.
3	Establishment of Internship Program	During the reporting period, the Unit hosted an intern from Texas Tech University (June 10, 2013 to August 2, 2013). The intern worked primarily with the Unit's General Manager, Director of Sales, and Live Events Manager. Specifically, the intern authored internal emails regarding upcoming events, created sales presentations, assisted in the preparation of budget spreadsheets, built and maintained relationships with local clients, sought bids for event materials, and conducted local market research. She also assisted in planning and executing live events.