

**TOWNSQUARE MEDIA LUBBOCK LICENSE, LLC  
 KFMX-FM, KQBR(FM), KKAM(AM), KZII-FM,  
 KFYO(AM), and KKCL-FM  
 EEO PUBLIC FILE REPORT  
 April 1, 2014 – March 31, 2015 (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>
Account Executive (2)	2, 5, 9, 11, 15	1, 15
Market Manager (or “Market President”)	Exigent circumstances	Exigent circumstances
Digital Managing Editor	2, 5, 10, 13, 16, 18	2
Production Director	2, 5, 6, 10, 13, 16, 18	18
Digital Sales Manager	2, 5, 15	15

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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	1
2	Townsquare Media – external market posting (Townsquare stations in Abilene, Amarillo, Dallas, Lake Charles, Lawton, Lufkin, Shreveport, Texarkana, Tyler, and Wichita Falls)	No	1
3	Townsquare Media Lubbock License, LLC – on-air announcements (all Unit stations)	No	0
4	Lubbock Avalanche Journal employment ad 710 Avenue J Lubbock ,TX. 79401	No	0
5	Jobvite.com	No	46
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	Indeed.com	No	2
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	Ziprecruiter.com	No	0

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RS No.	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Employee Referral	No	0
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	0
14	Lubbock Hispanic Chamber 1500 Broadway, Suite 101 Lubbock, TX. 79401	No	0
15	LinkedIn.com	No	3
16	American Commercial College Contact: Diane Johnston <a href="mailto:dianejohnston@americancommercialcollege.com">dianejohnston@americancommercialcollege.com</a>	No	0
17	South Plains Workforce Commission 4611 50th Street Lubbock, TX. 79414	No	0
18	Allaccess.com	No	21
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>74</b>

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**III. RECRUITMENT INITIATIVE**

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
1	Establishment of Internship Program	During the reporting period, the Unit hosted an intern from South Plains College. The intern worked primarily with the Assistant Brand Manager and Live Events Manager of FM station KQBR. The intern learned about the radio industry and acquired skills needed for broadcast employment such as editing automation system logs and producing on-air promotions. In addition, the intern learned how to engineer the board for on-air production, answered calls from listeners, and gathered prizes. She also assisted in planning and executing live events.
2	Participation in Events/Programs Sponsored by Educational Institutions	During the reporting period, the Unit's Assistant Brand Manager spoke to four classes of students in the communications programs at Texas Tech University and South Plains College. She provided information about careers in broadcasting and opportunities within the Unit. Applications were handed out to interested students.
3	Participation in Job Fair	On April 15, 2015, the Unit participated in the E-Ventures Career Fair held at the Lubbock Memorial Civic Center. Unit personnel manned a booth and provided information about careers in broadcasting and job opportunities within the Unit. Job applications were accepted.