

**Townsquare Media Lufkin License, LLC**  
**KYKS (FM), KAFX (FM), KSFA (AM), KTBQ (FM), KVLL (FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2019 – March 31, 2020**

**I. VACANCY LIST**

<b>Job Title</b>	<b>Recruitment Source ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>	
<b>Sales Account Executive (Hired 12/16/19)</b>	<b>15,19,20,21</b>	<b>21</b>	
<b>Sales Account Executive (Hired 12/26/19)</b>	<b>15,19,20</b>	<b>20</b>	
<b>Brand Manager (Hired 01/16/20)</b>	<b>21</b>	<b>21</b>	
<b>Receptionist (Hired 03/11/20)</b>	<b>15,19,20</b>	<b>20</b>	

*\*See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data.*

## II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	Lufkin Daily News P.O. Box 1089 Lufkin, Texas 75901 Phone: 936-632-6631 Tim Hobbs	N	0
2	Nacogdoches Daily Sentinel P.O. Box 630068 Nacogdoches, Texas 75963 Phone: 936-564-8361 Karla Deluca	N	0
3	Express Personal Services Lufkin 210-C Timberland Dr. Lufkin, Texas 75901 Phone: 936-632-1171 Debbie King	N	0
4	Work Force Solutions-Deep East Texas 1318 South John Redditt Suite C Lufkin, Texas 75904 Phone: 936-639-8898 Charlene Meadows	N	0
5	Angelina County Chamber of Commerce P.O. Box 1606 Lufkin, Texas 75901 Phone: 936-634-6644	N	0
6	Nacogdoches Chamber of Commerce 2516 North Street Nacogdoches, Texas 75965 Phone: 936-560-5533 Kelly Daniels	N	0
7	National Broadcasting Society SFA Radio/TV Dept P.O. Box 13048 SFA Station Nacogdoches, Texas 75962-3048 936-468-1278 Ext 1278 Dr. Al Gruele	N	0
8	Internal Posting (Bulletin Board) 1216 S First St Lufkin, Texas 75901 Cristie Jacks HR Director	N	0
9	Posting on All Radio Station Websites KYKS, KAFX, KTBO, KSFA, KVLL	N	0
10	Sales Recruiting Party for KYKS,KAFX,KTBO,KSFA,KVLL	N	0
11	Linkedin	N	0
12	SFA-Stephen F Austin State University	N	0
13	Billboard in front of station, For all five stations	N	0
14	Texas Association of Broadcasters <a href="http://www.tab.org">www.tab.org</a> Craig Bean 512-322-9944	N	0
15	Glassdoor.com (Via Greenhouse)	N	1
16	ON air Announcements KYKS, KAFX, KSFA, KTBO, KVLL	N	0
17	Careerbuilder.com	N	0
18	SimplyHired.com	N	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 reporting period</b>
19	Jobvite <a href="http://www.townsquaremedia.com">www.townsquaremedia.com</a>	N	1
20	<a href="http://www.indeed.com">www.indeed.com</a> (via Greenhouse)	N	22
21	Word of mouth	N	2
22	Walk-in	N	0
	<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>		<b>25</b>

### III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Participation in Events/Programs Sponsored by Educational Institutions	April 16, 2019, Market President, spoke to 30 students in Marketing 352 class at Stephen F. Austin State University on the opportunities in the Radio Industry.
2	Participation in Events/Programs Sponsored by Educational Institutions	April 23, 2019, Market President, spoke to 30 students in Marketing 352 class at Stephen F. Austin State University on the opportunities in the Radio Industry.
3	Participation in Events/Programs Sponsored by Educational Institutions	May 1, 2019 Brand Manager of KICKS 105.1, hosted 15-20 students from Stephen F. Austin State University. Brand Manager gave students a first-hand look at the station and operations, requested and recruited interns and part time employees.
4	Participation in Events/Programs Sponsored by Educational Institutions	November 19, 2019 Brand Manager of KICKS 105.1 Hosted 15-20 students from Stephen F. Austin State University. Brand Manager gave students a first-hand look at the station and operations, requested and recruited interns and part time employees.
5	Participation in Forest Country Job Fair	May 1, 2019 Director of Sales, attended the job fair for the Lufkin Market that was put on by the Angelina Chamber of Commerce for job seekers. There was a table set-up with presentations on the company, applications on hand and on-site interviews.