

**Townsquare License, LLC  
Lufkin Employment Unit  
KYKS (FM), KAFX (FM), KSFA (AM), KTBQ (FM), KVLL (FM)  
EEO PUBLIC FILE REPORT  
April 1, 2020 – March 31, 2021**

**I. VACANCY LIST**

<b>Job Title</b>	<b>Recruitment Source (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</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	N	0
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	0
20	<a href="http://www.indeed.com">www.indeed.com</a>	N	0
21	Word of mouth	N	0
22	Walk-in	N	0
	<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>		<b>0</b>

### III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	The Market President participated in a webinar training on FCC EEO obligations on January 13, 2021.