

TOWNSQUARE MEDIA LICENSE, LLC

**Victoria Employment Unit
KIXS(FM), KLUB(FM), KQVT (FM)***

*Townsquare Media Victoria also programs KTXN-FM, Victoria, TX, pursuant to a local marketing agreement

EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Market President	1, 2, 4	1
Account Executive (Media and Digital Sales)	1, 2, 4, 12	3

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	www.townsquaremedia.com (via Greenhouse)	No	1
2	Indeed.com (via Greenhouse)	No	0
3	Market Outreach	No	1
4	LinkedIn.com (via Greenhouse)	No	0
5	On-Air Advertisements KIXS, KLUB, KQVT	No	0
6	Texas Association of Broadcasters 502 E. 11 th Street, Suite 200 Austin, Texas 78701 https://www.tab.org/job-bank	No	0
7	University of Houston – Victoria Career Development Center 3007 N. Ben Wilson Victoria, TX 77901 361-570-4146	No	0
8	Townsquare Media Victoria Internal Posting 107 North Star Drive Suite 110 Victoria, Tx 77901	No	0
9	Careerbuilder.com (via Greenhouse)	No	0
10	Glassdoor (via Greenhouse)	No	0
11	Referrals	No	0
12	Townsquare Regional Job Fair and Business Expo (Hilton Garden Inn)	No	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			2

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III. RECRUITMENT INITIATIVES

TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
Hosting a Job Fair	On June 30, 2022, the stations hosted the Townsquare Regional Job Fair and Business Expo at the Hilton Garden Inn. The Market President, Director of Content, entire Sales staff, and the entire Content staff attended the job fair and provided information to prospective applicants. The job fair also featured Victoria businesses looking to hire. Inteplast, Berry Global, LaborMax, The Victoria County Sheriff's Department and PFG were also present for the entire fair. These companies were hiring on the spot. The event was promoted through social media, on-air promos, and on-air DJ chatter.
Internship program designed to assist members of the community to acquire skills needed for broadcast employment.	From July 2, 2022 through August 3, 2022, the stations hosted an intern as part of the 2022 Summer Earn and Learn Program ("SEAL"). The intern, who was blind, learned about basic radio skills, show prep, reading, writing, producing radio scripts, and other aspects of radio. The SEAL program is sponsored by workforce solutions.
Participation in job fair by station personnel who have substantial responsibility in the making of hiring decisions	On February 17, 2023, the stations' Content Team Members, who have substantial responsibility in the making of hiring decisions, participated in the 2023 Business Expo and Job Fair hosted by Victoria College. They were scouting for possible new content team members.
Participation in job fair by station personnel who have substantial responsibility in the making of hiring decisions	On March 1-2, 2023, the stations' Director of Content, who has substantial responsibility in the making of hiring decisions, participated in the 2023 Golden Crescent Career Expo and Job Fair hosted by Workforce Solutions.
Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Account Executive participated in a four-day "Top Gun" training program (90 minutes each day, August 16, 2022 through August 19, 2022) which was designed by Townsquare to help train and advance the top 15% of Ignite sellers to the next level in their career.