

Townsquare License, LLC
Tyler Employment Unite
KNUE(FM), KTYL(FM), KISX(FM), KKTX(FM)
EEO PUBLIC FILE REPORT
April 1, 2021-March 31, 2022*
(*Amended 12/14/2023)

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Production Director (hired 9/23/2021)	1, 2, 3, 4, 22	20
Account Executive No. 1 (hired 7/12/2021)	1, 2, 3, 4, 5, 6, 7, 8, 9, 12, 13, 14, 21, 22	20
Account Executive No. 2 (hired 4/19/2021)	1, 2, 3, 4, 5, 6, 7, 8, 9, 12, 13, 14, 21, 22	2
Account Executive No. 3 (hired 11/1/2021)	1, 2, 3, 4, 5, 6, 7, 8, 9, 12, 13, 14, 21, 22	3
Receptionist / Administrative Assistant (hired 11/1/2021)	1, 2, 3, 4, 22	3

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	Townsquare Media Corporate Careers Page (via Greenhouse)	No	0
2	Indeed.com (via Greenhouse)	No	1
3	LinkedIn (via Greenhouse)	No	2
4	Zip Recruiter (via Greenhouse)	No	0
5	KNUE, KISX, KTYL, KKTX Station Employment website section	No	0
6	KNUE, KISX, KTYL, KKTX Station Job Notice on Air Announcements	No	1
7	The University of Texas at Tyler 3900 University Blvd. Tyler, TX 75799 (903) 566-7000 Contact: Career Success & Alumni Dept. uttylercareersuccess@uttyler.edu All Job Postings on Handshake.com	No	0
8	LeTourneau University Career Services 2100 Moberly Ave. Longview, TX 75602 (800) 759-8811 Contact: Dr. Rachel Olshine Frazier RachelOlshine@letu.edu	No	0
9	Tyler Junior College 1327 S. Baxter Ave. Tyler, TX 75701 (903) 510-3346 Contact: Career Planning - Sherry Fuller sherry.fuller@tjc.edu	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
10	Texas College 2404 N. Grand Tyler, TX 75702 903.593.8311 Director Career Services Post jobs on collegecentral.com (employercentral.com)	No	0
11	Express Personnel Services 5609 S. Donnybrook Ave. Tyler, TX 75703 Ph: (903) 592-9999 Contact: Patricia Guevera	No	0
12	NAACP-Longview P.O. Box 8862 Longview, TX 75602 (430) 558-8142 Contact: Winsell Coleman, President Longviewnaacp@gmail.com	No	0
13	NAACP-Tyler 2000 West Gentry Parkway Tyler, TX 75702 (903) 531-0071 Contact: Cedrick Granberry, President Naacptyler6230@gmail.com	No	0
14	Embark Women 7922 S. Broadway Tyler, TX 75703 (210) 317-2743 Contact: Crystal Brice embarkwomen@gmail.com	No	0
20	Employee Referral (Word of Mouth)	No	2
21	Indeed.com (candidate sourced)	No	0
22	Glassdoor.com	No	0
TOTAL NUMBER OF INTERVIEWEES OVER 12-MONTH PERIOD:			6

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On October 1, 2021, Market President presentation to Lindale High School Juniors and Seniors on resume writing, interviewing and advancement in employment.
2	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On November 4, 2021, Market President conference speaker at the University of Texas at Tyler's Career Success Conference. Presentation to students and Q&A on determining your best career fit, interviewing, and getting the job, and excelling once in it.
3	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On February 24, 2022, Market President met with class of students in the Broadcast and Journalism program at UT Tyler. Spoke about media jobs, fielded questions about a career in broadcast and invited students to apply for open positions.
4	Participation in other activities designed to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities	Market President and Director of Sales running on-air ads on all stations, as well as including employment opportunities and job postings on all station websites. Monthly ask for referrals from community leaders, clients, and civic organizations.
5	Sponsorship of community event designed to inform and educate members of the public as to employment opportunities in broadcasting	Tyler Chamber Business Expo, January 11, 2022. Townsquare Tyler sponsored the event and Director of Sales & various representatives from the company were on site to discuss sales and employment opportunities with other attendees.
6	Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	On September 14, 2021, Market President completed Simpli.fi's "Bullseye 101" training course on targeted advertising. Topics included geo-fencing, targeting tactics, ad budgets, among others.
7	Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	On November 5, 2021, Account Executive completed Simpli.fi's "Bullseye 201" training course on advanced targeted advertising. Topics included creative messaging, handling objections, and addressable audience curation, among others.