

**TOWNSQUARE LICENSE, LLC
AMARILLO EMPLOYMENT UNIT
KATP(FM), KMXJ-FM, KPRF(FM), KXSS-FM, KIXZ(AM)
EEO Public File Report
April 1, 2022 – March 31, 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
Account Executive	21, 29	29
Sr. Account Executive	21, 23	27
Market President	21, 29	29

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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 Reporting Period
1	Amarillo Globe News ATTN: Classifieds 900 S. Harrison Amarillo, TX, 79101 806-376-5221 PH	N	0
2	Texas Workforce Commission-Website and Office ATTN: 1206 W. 7th Amarillo, TX 79101 806-379-8802 FAX 806-372-5521 PH	N	0
3	Townsquare Media Employment Opportunities (via Greenhouse) Website: www.townsquaremedia.com	N	0
4	All Access – Radio Online – Website	N	0
5	American Commercial College 4317 Barnett Rd., Wichita Falls, TX 76310 dianajohnston@americancommercialcollege.com	N	0
6	WTAMU Job Board – Education Institution 2501 4th Ave. Canyon, TX 79015 806-656-2397 PH 806-651-2398 FAX	N	0
7	Amarillo Help Wanted – Web Site Regional Help Wanted.com	N	0
8	Radio Ads 6214 W. 34th Ave. Amarillo, TX 79109 806-355-9777	N	0
9	Amarillo Job Fair 401 S Buchanan Amarillo, TX 79101 806-372-5521	N	0
10	National Association of Hispanic Journalists JOB BANK 1000 National Press Building Washington DC 20045 jobbank@nahj.org 202-662-7144 FAX	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Amarillo Business and Professional Women Job Placement Director P.O. Box 30300 Amarillo, TX 79120	N	0
12	KACV – TV/FM Amarillo College P.O. BOX 447 Amarillo, TX 79178 806-371-5222 PH	N	0
13	Los Barrios 1615 S. Roberts Amarillo, TX 79102	N	0
14	Eastern New Mexico University Placement Services Portales, NM 88103 505-562-2115 PH	N	0
15	Texas Tech University ATTN: Job Board P.O. Box 4230 Lubbock, TX 79404 806-742-2210 PH 806-742-2474 FAX	N	0
16	Catholic Family Services Job Placement Director P.O. Box 15127 Amarillo, TX 79105 806-376-4571 PH 806-345-7911 FAX	N	0
17	Amarillo United Citizen Forum Black Cultural Center ATTN: Job Placement 903 N. Hayden Amarillo, TX 79107	N	0
18	Leadership Amarillo/Canyon ATTN: Job Board P.O. Box 1626 Amarillo, TX 79105 806-371-2930 PH 806-372-3919 FAX	N	0
19	Frank Phillips College P.O. Box 5118 Borger, TX 79008 806-274-5311 x 751 PH 806-345-5570 FAX	N	0
20	Jobvite.com	N	0
21	Indeed.com (via Greenhouse)	N	2
22	On-Air Announcements <i>(one or more stations)</i>	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Station Website Postings KATP(FM), KMXJ-FM, KPRF(FM), KXSS-FM, KIXZ(AM)	N	1
24	Internal Postings (<i>local and corporate-wide</i>)	N	0
25	External/Word-of-Mouth Referral	N	1
26	Walk-In/Self-Referral	N	0
27	Employee Referrals	N	1
28	Townsquare Media Amarillo Job Fair Hampton Inn & Suites Amarillo West 6901 I-40 West Amarillo, TX 79106	N	0
29	LinkedIn.com (via Greenhouse)	N	7
30	Facebook.com/employment	N	0
31	Diversity Job Board	N	0
32	Glass Door	N	0
33	Express Employment Professionals 6605 E I-40, Amarillo, TX 79106	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			12

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III. RECRUITMENT INITIATIVES

TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On March 16, 2023, Market President Completed LinkedIn Learning program, training on Diversity Recruitment. The training covered topics such as preventing discrimination.
Training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On March 20, 2023, Market President participated in a webinar for training on FCC EEO obligations.
Establishment of mentoring program for station personnel.	RVP and Market President are mentoring an Account Executive to provide training on becoming a manager. They have mentoring sessions to provided coaching, readings, and other assignments designed to help him grow into a management role. Began July, 2022, occurs weekly, and is ongoing.
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 consisting of 4 sessions (90 minutes each day) concluding on August 26, 2022 which was designed by Townsquare to help train and advance the top 15% of Ignite sellers to the next level in their career.