

**TOWNSQUARE LICENSE, LLC
LUBBOCK EMPLOYMENT UNIT
KFMX-FM, KQBR-FM, KKAM-AM, KZII-FM, KFYO-AM, KFYO-FM, KKCL-FM
EEO PUBLIC FILE REPORT
Covering the Period from April 1, 2022 – March 31, 2023**

I. VACANCY LIST

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

Full Time Positions by Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
On-Air Personality/Production Manager	2, 3, 6, 7, 9, 10, 11, 14, 15, 22	6
On-Air Personality/News	2, 3, 6, 7, 9, 10, 11, 14, 15, 22	22

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, Lubbock, LLC – Internal Posting 4413 82 nd Street, Suite 300 Lubbock, TX 79424	NO	0
2	Townsquaremedia.com website – external market posting (via Greenhouse)	NO	4
3	Townsquare Media, Lubbock, LLC – Radio Ads KFMX, KQBR, KKAM, KZII, KFYO, KKCL 4413 82 nd Street, Suite 300 Lubbock, TX 79424	NO	3
4	Lubbock Avalanche – Journal (Advertising)	NO	0
5	Jobvite.com	NO	0
6	Texas Tech University Recruitment Center - careercenter@ttu.edu	NO	8
7	Lubbock Christian University 5601 19 th Street, Lubbock, TX 79407 CareerServices@LCU.edu ; 806.720.7238	NO	3
8	Wayland Baptist University 2002 W Loop 289, Lubbock, TX 79407	NO	0
9	Indeed.com (Via Greenhouse)	NO	5
10	Rawls College Career Center Rawls College of Business Texas Tech University 79409 Hailey Walker – hailey.walker@ttu.edu – 806.742.4530	NO	2
11	Ziprecruiter.com (via Greenhouse)	NO	5
12	Texas Association of Broadcasters (TAB) – www.tab.org 502 E. 11 th Street Suite #200 Austin, TX 78701	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
	ph. 512-322-9944		
13	Lubbock Hispanic Chamber 1500 Broadway Suite 101 Lubbock, TX. 79401 Ms. Esther Sepeda, (806) 762-5059	NO	0
14	LinkedIn.com (Via Greenhouse)	NO	5
15	Texas Tech University College of Media & Communications Career Fair, Center for Student Success Cameron.skoczlas@ttu.edu	NO	6
16	Workforce Solutions South Plains 1218 14 th St Lubbock, TX 806/765-5038	NO	0
17	Allaccess.com	NO	0
18	South Plains Job Fair Texas Workforce Commission 1301 Broadway Lubbock, TX 79401 Adele.Youngren@spworkforce.org, (806) 744-1987	NO	0
19	Career Builder	NO	0
20	Facebook.com	NO	0
21	Startwire.com	NO	0
22	Glassdoor.com (Via Greenhouse)	NO	10
23	Simplyhired.com	NO	0
	TOTAL		51

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III. RECRUITMENT INITIATIVES

Points	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
0.25	Participation in Events/Programs Sponsored by Educational Institutions	Continuing our partnership with educators at Texas Tech University. This initiative is us assisting in giving lectures about jobs in the Media and communications fields, the way the industry is changing, and what that means about the education they are receiving. We discuss job titles in the industry, and what each job duty entails. The Regional Digital Sales Director handles these lectures, with either the Director of Content or the Market President who will fill in when needed. Dates that these lectures were given were April 26 th , 2022, July 27 th , 2022, and November 29 th , 2022.
0.25	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	Monday, February 21, 2023 – Texas Tech University College of Media and Communications Career fair. Held annually, this Career Fair is for students seeking jobs and internships in advertising, journalism, public relations, communications, electronic media and other related fields. The stations representatives (Senior Account Executive, Market Engineering Director, and the Regional Digital Sale Director) joined the fair and provided information about various radio careers and the availability of such positions.
0.25	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	Thursday, October 20, 2022 – South Plains Career Expo held at the Lubbock Memorial Civic Center. This event exposes junior and senior students in the Lubbock area to educational and career opportunities and the skills and education needed to pursue those careers. The stations representatives (Market President, Market Engineering Director and Director of Content) joined the fair and provided information about various radio careers and the availability of such positions.
1	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 30 through September 2, 2022) which was designed by Townsquare to help train and advance the top 15% of Ignite sellers to the next level in their career.
1	Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	On May 1-3, 2022, head engineer for the market participated in a certification training to enhance his skills. The Certified Radio Operator training was offered by the Society of Broadcasters, an association for broadcast and multimedia technology professionals.
1	Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	On May 4-6, 2022, head engineer for the market participated in a second certification training to further enhance his skills. The Certified Radio Operator training was offered by the Texas Association of Broadcasters.