

Townsquare Media Tyler License, LLC
KNUE(FM), KTYL-FM, KISX(FM), KKTX(FM)
EEO PUBLIC FILE REPORT
April 1, 2014-March 31, 2015

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive (Hired 6-9-14)	1,3,4,5,6,8,9,10,12,13,14, 19, 21,22,23,24,25	6
Account Executive (Hired 6-16-14)	1,3,4,5,6,8,9,10,12,13,14, 19, 21,22,23,24,25	14
Account Executive (Hired 8-18-14)	1,3,4,5,6,8,9,10,12,13,14, 19, 21,22,23,24,25	6
Account Executive (Hired 8-25-14)	1,3,4,5,6,8,9,10,12,13,14, 19, 21,22,23,24,25	6
Board Operator (Hired 9-22-14)	1,3,4,5,6,8,9,10,12,13,14, 19, 21,22,23,24,25	14
Operations Manager (Hired 10-1-14)	1,3,4,5,6,8,9,10,12,13,14, 19, 21,22,23,24,25	12
Account Executive (Hired 2-9-15)	1,3,4,5,6,8,9,10,12,13,14, 19, 21,22,23,24,25	13
Account Executive (Hired 2-16-15)	1,3,4,5,6,8,9,10,12,13,14, 19, 21,22,23,24,25	12

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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	Access Employment (Job Candidates with disabilities) Tyler, TX 903.839.8097 access@cablenx.com	Yes	0
2	East Texas help Wanted .com http://regionalhelpwanted.com/p/info199/help.htm?SN=199	No	0
3	Hirediversity.com	No	0
4	Hispanic Business Center University Texas Tyler 3900 University Blvd. Tyler, TX 75799 903.565.5581 Contact: Dr. Isaura Flores	Yes	2
5	KNUE, KISX, KTYL, KKTX, ETSN Station Employment website section	No	9
6	KNUE, KISX, KTYL, KKTX Station Job Notice On Air Announcements	No	10
7	Letourneau University Career Services 2100 Moberly Ave. Longview, TX 75602 800.759.8811 Contact: Mary Olsen/Steve Gatton	No	1
8	Stephen F. Austin State University P.O. Box 13048 SFA Station Nacogdoches Texas 75962-3048 Ph: (936) 468-1278 EX 1278 Sherry Williford/ Dr. Al Greule	NO	14
9	National Broadcasting Society SFA Radio/TV Dept P.O.Box 13048 SFA Station Nacogdoches Texas 75962-3048 Ph: (936) 468-1278 EX 1278 Dr. Al Greule	No	17

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
10	Internal Posting (Bulletin Board) Carol Pellecchia HR Director, 3810 Brookside Drive, Tyler, TX 75701 903.581.0606	No	7
11	NAACP-Longview/Tyler P.O. Box 8862 Longview, TX 75602 903.592.7553 Contact: Rev. H.Q. Dickerson, President	No	0
12	Word of Mouth	No	25
13	Studio Walk-ins	No	12
14	Sales Recruiting Job Fair for KNUE, KTYL, KISX, KKTX	No	13
15	www.allaccess.com	No	0
16	Tyler Morning Telegraph P.O. Box 2030 Tyler, TX 75710 903.502.3818 Brett Davis	No	5
17	Longview News Journal 320 E Mathvin Longview, TX 75601 903.232.7291 Fran	No	2
18	Texas Association of Broadcasters www.tab.org Craig Bean 512.322.9944	No	2
19	Radioinfo.com	No	0
21	East Texas Workforce Center 4100 Troup Highway Tyler, TX 75703 903.561.8131	Yes	3
22	Tyler Junior College P.O. Box 9020 Tyler, TX 75701 903.510.2334 Kim Harden Coordinator	Yes	2
23	Texas College 2404 N. Grand Tyler, TX 75702 903.593.8311 Ardith Weiss Director Career Services	Yes	0
24	University of Texas @ Tyler Career Services 3900 University Blvd. Tyler, TX 75799 903.565.5581 Krista Richardson Coordinator	Yes	5
25	Facebook (KNUE, KISX, KKTX, KTYL social Media Facebook pages)	Yes	10
26	Sportsjournalist.com	No	0
27	LinkedIn	Yes	2
TOTAL NUMBER OF INTERVIEWEES OVER 12-MONTH PERIOD:			141

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	SFA Classroom Speaking	On April 2, 2014 General Manager Johnny Lathrop spoke to a 22 students in Marketing 352 class at Stephen F. Austin State University on the opportunities in the Radio industry that same day to the American Marketing Association 42 students
2	SFA Classroom Speaking	On April 22, 2014 Digital Sales Manager Eric Davis spoke to a classroom of 11 students at Stephen F. Austin State University on the opportunities in the Radio industry.
3	Station Internship Program	In the Spring and Fall of 2014, the station employment unit had two interns from UT @ Tyler and Tyler Junior College. The interns rotated through the departments at the stations, working in the sales and promotions and programming departments.
4	Radio Station Tour High School students	Operations Director Larry Thompson and gave 22 Reid Williams students tour of radio station facilities on January 20, 2015 to encourage interest in possible employment and/or internships in the communications and radio/broadcasting industry.
5	Radio Station Online Virtual Job Fair	From April 1, 2014 to the present, the radio stations hosted an online virtual job fair on all four station websites recruiting positions for internships in the field of promotions and sales and programming as well as job opportunities with other area employers.
6	Tyler Chamber Business Expo	On January 30, 2015 Johnny Lathrop General Manager, Larry Thompson Operation Director participated in a Job Fair sponsored by Tyler Chamber Business Expo in Longview. Over 500 prospects were presented with information

		on job opportunities in the radio industry.
7	Townsquare Media Career Development/Expo	On October 6, 2014 and February 24, 2015. A career fair was held from 9AM to 2PM. Hilton Garden Inn. 123 Huvar St; Victoria, TX with 20 regional businesses. TSM had a booth for recruitment
8	Radio Station Tour to Students	Public Service Director Mandee Montana gave a tour of the radio station facilities to Kilgore College Administration and Journalism Department.