

**Townsquare Media Tyler License, LLC**  
**KNUE(FM), KTYL(FM), KISX(FM), KKTX(FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2018-March 31, 2019**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Manager (Hired 4/2/18)	1,2,3,4,5,6,7,10,14,26	26
Account Executive (Hired 4/9/18)	1,2,3,4,5,6,7,10,14,26	13
Account Executive (Hired 4/9/18)	1,2,3,4,5,6,7,10,14,26	2
Digital Managing Editor (Hired 4/30/18)	1,2,3,4,5,6,26,27	26
Account Executive (Hired 7-9-18)	1,2,3,4,5,6,7,10,26	12
Account Executive (Hired 7-11-18)	1,2,3,4,5,6,7,10,26	26
Account Executive (Hired 9-17-18)	1,2,3,4,5,6,7,10,26	12
Digital Sales Executive (Hired 2-11-19)	1,2,3,4,5,6,7,10,26	12

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**II. MASTER RECRUITMENT SOURCE LIST (MRS�)**

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	No	
2	Indeed.com	No	10
3	CareerBuilder.com	No	
4	Glassdoor.com	No	
5	SimplyHired.com	No	
6	KNUE, KISX, KTYL, KKTX, ETSN Station Employment website section	No	4
7	KNUE, KISX, KTYL, KKTX Station Job Notice On Air Announcements	No	2
8	Letourneau University Career Services 2100 Moberly Ave. Longview, TX 75602 800.759.8811 Contact: Mary Olsen/Steve Gatton	No	
9	Hispanic Business Center University Texas Tyler 3900 University Blvd. Tyler, TX 75799 903.565.5581 Contact: Dr. Isaura Flores	No	
10	Express Personnel Services 5609 S. Donnybrook Ave. Tyler, TX 75703 Ph: (903) 592-9999 Patricia Guevera	No	4
11	NAACP-Longview/Tyler P.O. Box 8862 Longview, TX 75602 903.592.7553 Contact: Rev. H.Q. Dickerson, President	No	
12	Word of Mouth	No	16
13	Studio Walk-ins	No	
14	Sales Recruiting Job Fair for KNUE, KTYL, KISX, KKTX	No	
16	Tyler Morning Telegraph P.O. Box 2030 Tyler, TX 75710 903.502.3818 Brett Davis	No	

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
17	Longview News Journal 320 E Methvin Longview, TX 75601 903.232.7291 Fran	No	
18	Texas Association of Broadcasters <a href="http://www.tab.org">www.tab.org</a> Craig Bean 512.322.9944	No	
19	East Texas Workforce Center 4100 Troup Highway Tyler, TX 75703 903.561.8131	No	
20	Tyler Junior College P.O. Box 9020 Tyler, TX 75701 903.510.2334 Kim Harden Coordinator	No	
21	Texas College 2404 N. Grand Tyler, TX 75702 903.593.8311 Ardith Weiss Director Career Services	No	
23	University of Texas @ Tyler Career Services 3900 University Blvd. Tyler, TX 75799 903.565.5581 Krista Richardson Coordinator	No	
24	Facebook (KNUE, KISX, KKTU, KTYL Social Media Facebook pages)	No	
25	Sportsjournalist.com	No	
26	LinkedIn	No	3
27	Townsquare Media Recruiter	Yes	3
<b>TOTAL NUMBER OF INTERVIEWEES OVER 12-MONTH PERIOD:</b>			<b>42</b>

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Participation in Events/Programs Sponsored by Educational Institutions	Participated in Homecoming Festivities as well as a Chili Cook-Off at UT Tyler, and supported with onsite presence (including DJ appearances) and on-air exposure.
2	Participation in Job Fairs	Market President & Director of Sales participate in "Handshake" program at UT Tyler that is an on-going internet program that is designed to promote consistent outreach and fosters recruiting opportunities with students.
3	Participation in Job Fairs	Director of Sales hosted booth at Chamber Expo in Tyler, with a focus on recruitment as well as marketing services.
4	Participation in Job Fairs	Director of Sales participated in Job Fair hosted by the University of Texas at Tyler, Summer 2018.
5	Ongoing Recruitment	Market President running on-air ads on all stations, as well as asking for referrals from many community leaders.
6	Community Event Sponsorship	Sponsorship (via dedicated advertising time) of Job Fair hosted by organization that specializes in helping the low-income and minority population to find work.
7	Provision of Training to Management in EEO	Sent two managers to a 2-day seminar on recruiting, hiring, and equal opportunity-strategies.