

Townsquare Media Tyler License, LLC
KNUE(FM), KTYL(FM), KISX(FM), KKTX(FM)
EEO PUBLIC FILE REPORT
April 1, 2016-March 31, 2017

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
Traffic Clerk (Hired 4-10-16)	1,3,4,7,8,9,18,19,21,22,23,26	5
Account Executive (Hired 6-13-16)	1,3,4,7,8,9,18,19,21,22,23,24,26	6
Account Manager (Hired 8-15-16)	1,3,4,7,8,9,18,19,21,22,23,26	19
Digital Sales Manager (Hired 8-22-16)	1,3,4,7,8,9,18,19,20,21,22,23,26	26
Operations Manager (Hired 10-10-16)	1,3,4,7,8,9,15,18,19,20,21,22,23,26	15
On Air Announcer (Hired 11-4-16)	1,3,4,7,8,9,18,19,20,21,22,23,26	6
Account Executive (Hired 11-4-16)	1,3,4,7,8,9,18,19,20,21,22,23,26	5
Account Executive (Hired 11-14-16)	1,3,4,7,8,9,18,19,20,21,22,23,26	12
Account Executive (Hired 3-10-16)	1,3,4,7,8,9,18,19,20,21,22,23,26	19

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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@cableynx.com	No	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	No	0
5	KNUE, KISX, KTYL, KKTX, ETSN Station Employment website section	No	19
6	KNUE, KISX, KTYL, KKTX Station Job Notice On Air Announcements	No	12
7	Letourneau University Career Services 2100 Moberly Ave. Longview, TX 75602 800.759.8811 Contact: Mary Olsen/Steve Gatton	No	0
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	9
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	9
10	Internal Posting (Bulletin Board) Carol Pellecchia HR Director, 3810 Brookside Drive, Tyler, TX 75701 903.581.0606	No	5
11	NAACP-Longview/Tyler P.O. Box 8862 Longview, TX 75602 903.592.7553 Contact: Rev. H.Q. Dickerson, President	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
12	Word of Mouth	No	17
13	Studio Walk-ins	No	4
14	Sales Recruiting Job Fair for KNUE, KTYL, KISX, KKTX	No	3
15	www.allaccess.com	No	4
16	Tyler Morning Telegraph P.O. Box 2030 Tyler, TX 75710 903.502.3818 Brett Davis	No	0
17	Longview News Journal 320 E Mathvin Longview, TX 75601 903.232.7291 Fran	No	0
18	Texas Association of Broadcasters www.tab.org Craig Bean 512.322.9944	No	0
19	Jobvite.com	No	22
20	East Texas Workforce Center 4100 Troup Highway Tyler, TX 75703 903.561.8131	No	5
21	Tyler Junior College P.O. Box 9020 Tyler, TX 75701 903.510.2334 Kim Harden Coordinator	No	1
22	Texas College 2404 N. Grand Tyler, TX 75702 903.593.8311 Ardith Weiss Director Career Services	No	0
23	University of Texas @ Tyler Career Services 3900 University Blvd. Tyler, TX 75799 903.565.5581 Krista Richardson Coordinator	No	0
24	Facebook (KNUE, KISX, KKTX, KTYL Social Media Facebook pages)	No	9
25	Sportsjournalist.com	No	0
26	LinkedIn	No	10
TOTAL NUMBER OF INTERVIEWEES OVER 12-MONTH PERIOD:			129

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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	On April 27, 2016 Market President Johnny Lathrop spoke to a 26 students in Marketing 352 class at Stephen F. Austin State University on the opportunities in the Radio/Media industry.
2	Participation in Events/Programs Sponsored by Educational Institutions	April 21, 2016 General Manager Johnny Lathrop spoke to 20 Stephen F. Austin State University Sales Class on the opportunities in the Radio/Media industry
3	Station Internship Program	In the Spring and Fall of 2016, the station employment unit had one intern from Stephen F. Austin State University and local community. The intern rotated through the departments including working in the sales and promotions, online content programming departments.
4	Participation in Job Fairs	On Thursday, January 19 th , Live Events Director Lisa Wells attended the Tyler Business to Business Expo at Harvey Convention Center from 1pm to 6pm. Our booth was in the foyer of the event and while we were there we accepted applications for multiple divisions of the company, handed out business cards, and promoted our Live Events for the 2017 year and discussed benefits of Media/Radio positions. Approximately 3,000 people attended the event during the 5 hour event for local businesses
5	Participation in Job Fairs	On May 3, 2016 Michelle Hiltzman Director of sales participated in a Job Fair sponsored by Longview Chamber Business Expo in Longview, TX. Over 2000 prospects were presented with information on job opportunities in the radio/media industry.

6	Participation in Job Fairs	On January 30, 2017. A career fair was held from 9AM to 2PM. Hilton Garden Inn. 123 Huvar St; Victoria, TX with 20 regional businesses. Townsquare Media had a booth for recruitment.
7	Participation in Events/Programs Sponsored by Educational Institutions	Tuesday, February 7, 2017 Market President Johnny Lathrop participated in a panel session on the media industry and its benefits at Stephen F. Austin State University Radio/TV career day in Nacogdoches, TX. The presentation was made to 90 students with Q&A followed by individual series of questions about next steps to get into the radio/media industry.