



**Townsquare Media Lufkin License, LLC**  
**KYKS (FM), KAFX (FM), KSFA (AM), KTBQ (FM), KVLL (FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2016-March 31, 2017**

**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	Lufkin Daily News P.O. Box 1089 Lufkin Texas, 75902 Ph: (936) 632-6631 Tim Hobbs	N	0
2	Nacogdoches Daily Sentinel P.O. Box 630068 Nacogdoches Texas, 75963 Ph: (936) 564-8361 Karla Deluca	N	0
3	Express Personal Services Lufkin, Texas 210-C Timberland Dr. Lufkin, Texas 75901 Ph: (936) 632-1171 Debbie King	Y	1
4	Express Personal Services Nacogdoches, Texas 829 N. University Nacogdoches, Texas 75961 Ph: (936) 560-1810 Rhonda Williams	N	0
5	Work Force Solutions-Deep East Texas 1318 South John Redditt Suite C Lufkin, Texas 75904 Ph: (936)639-8898 Charlene Meadows	N	0
6	Angelina County Chamber of Commerce P.O. Box 1606 Lufkin Texas 75901 Ph: 634-6644 Jerry Huffman	N	0
7	Nacogdoches County Chamber of Commerce 2516 North Street Nacogdoches Texas 75965 Ph: (936) 560-5533 Bruce Partain	N	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	N	0
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	N	0
10	Internal Posting (Bulletin Board) Cristie Jacks HR Director 1216 South First Street Lufkin, TX 75961	N	4
11	Posting On All Radio Station Websites KYKS, KAFX, KTBQ, KSFA, KVLL	N	6
12	Word of Mouth	N	5
13	Walk-ins	N	5
14	Sales Recruiting Party for KYKS,KAFX,KTBQ,KSFA	N	0
15	<a href="http://www.allaccess.com">www.allaccess.com</a>	N	0
16	<a href="http://www.hirediversity.com">www.hirediversity.com</a>	N	0
17	Billboard in front of station	N	2
18	Texas Association of Broadcasters <a href="http://www.tab.org">www.tab.org</a> Craig Bean 512.322.9944	N	0
19	Radioinfo.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
20	On air announcements KYKS, KAFX, KTBQ, KSFA, KVLL	N	0
21	KYKS, KAFX, KTBQ, KSFA, KVLL Virtual Job Fair on radio station websites	N	0
22	Social Media-Facebook (KYKS, KSFX, KTBQ, KSFA, KVLL Facebook pages	N	2
23	Jobvite <a href="http://www.townsquaremedia.com">www.townsquaremedia.com</a>	Y	0
<b>TOTAL NUMBER OF INTERVIEWEES OVER 12-MONTH PERIOD:</b>			25

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	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.
<b>2</b>	Participation in Events/Programs Sponsored by Educational Institutions	May 4 <sup>th</sup> , 2016 Brand Manager Danny Merrell hosted 15 students in the Lufkin office. He gave students first hand visuals at the station and operations, requested and recruited interns and part time employees.
<b>3</b>	Participation in Job Fairs	On Thursday, January 19 <sup>th</sup> , 2017 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
<b>4</b>	Participation in Events/Programs Sponsored by Educational Institutions	On November 28, 2016 Brand Manager Danny Merrell hosted 20 students in the Lufkin office. He gave students first hand visuals at the station and operations, requested and recruited interns and part time employees.
<b>5</b>	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.
<b>6</b>	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.
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