

Townsquare Media Tyler License, LLC
KNUE(FM), KTYL-FM, KISX(FM), KKTIX(FM)
EEO PUBLIC FILE REPORT
April 1, 2015-March 31, 2016 (amended April 4, 2016)

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 6-5-15)	1,3,4,5,6,7,8,9,10,14,18,19,21,22,23,24,25,26	5
Operations Manager (Hired 6-29-15)	1,3,4,5,6,7,8,9,10,14,18,19,21,22,23,24,25,26	5
Account Executive (Hired 7-1-15)	1,3,4,5,6,7,8,9,10,14,18,19,21,22,23,24,25,26	5
Account Executive (Hired 7-20-15)	1,3,4,5,6,7,8,9,10,14,18,19,21,22,23,24,25,26	5
Director of Sales (Hired 8-31-15)	1,3,4,5,6,7,8,9,10,14,18,19,21,22,23,24,25,26	5
Account Executive (Hired 9-1-15)	1,3,4,5,6,7,8,9,10,14,18,19,21,22,23,24,25,26	19
Promotions Coordinator (Hired 2-16-16)	1,3,4,5,6,7,8,9,10,14,18,19,21,22,23,24,25,26	5
Digital Sales Manager (Hired 2-29-16)	1,3,4,5,6,7,8,9,10,14,18,19,21,22,23,24,25,26	19
Digital Managing Editor (Hired 3-1-16)	1,3,4,5,6,7,8,9,10,14,18,19,21,22,23,24,25,26	5
Account Executive (Hired 3-14-16)	1,3,4,5,6,7,8,9,10,14,18,19,21,22,23,24,25,26	19
Account Executive (Hired 3-14-16)	1,3,4,5,6,7,8,9,10,14,18,19,21,22,23,24,25,26	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	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	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	2
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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
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
12	Word of Mouth	No	22
13	Studio Walk-ins	No	9
14	Sales Recruiting Job Fair for KNUE, KTYL, KISX, KKTX	No	10
15	www.allaccess.com	No	0
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	2
19	Jobvite.com	No	18
20	East Texas Workforce Center 4100 Troup Highway Tyler, TX 75703 903.561.8131	Yes	2
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	2
24	Facebook (KNUE, KISX, KKTX, KTYL Social Media Facebook pages)	No	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
25	Sportsjournalist.com	No	0
26	LinkedIn	No	1
TOTAL NUMBER OF INTERVIEWEES OVER 12-MONTH PERIOD:			125

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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 21, 2015 General Manager Johnny Lathrop spoke to a 26 students in Marketing 352 class at Stephen F. Austin State University on the opportunities in the Radio industry.
2	Participation in Events/Programs Sponsored by Educational Institutions	April 9, 2015 Brand Manager Larry Thompson spoke to 120- 4th & 5 th graders at Jack Elementary in Tyler, TX about Townsquare Media and careers in media. Larry spoke to approximately 75 students and answered lots of questions!
3	Station Internship Program	In the Spring and Fall of 2015, the station employment unit had one intern from Stephen F. Austin State University and local community. The interns rotated through the departments including working in the sales and promotions, online content programming departments.
4	Participation in Events/Programs Sponsored by Educational Institutions	April 21, 2015 Operations Director Alex Sawyers spoke to Brownsboro ISD high school radio students about employment and/or internships in the communications and radio/broadcasting industry. 30 students from the school radio station were in attendance
5	Participation in Events/Programs Sponsored by Educational Institutions	<p>Mix 93-1 Station Tour – Cub Scout Pack 356 Tyler</p> <p>Tuesday, May 5, 2015</p> <p>Mix 93-1 Brand Manager Lucky Larry (Larry Thompson) hosted a station tour for Cub Scout Pack 356 in Tyler. Lucky Larry spoke to the pack of 15 boys along with 12 parents about radio. The station tour encompassed general aspects of radio, sales, marketing, events, and</p>

		engineering and ended up with programming and digital aspects.
6	Participation in Job Fairs	On January 28, 2016 Johnny Lathrop General Manager, Lisa Wells Live Events Director participated in a Job Fair sponsored by Tyler Chamber Business Expo in Longview. Over 400 prospects were presented with information on job opportunities in the radio industry.
7	Participation in Job Fairs	On July 21, 2015, October 8, 2015 and February 21, 2016. 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	Participation in Events/Programs Sponsored by Educational Institutions	Tuesday, October 10, 2015 Mix 93-1 Brand Manager Lucky Larry (Larry Thompson) hosted a station tour for Cub Scout Pack 356 in Tyler. Lucky Larry spoke to the pack of 20 boys along with 15 parents about radio. The station tour encompassed general aspects of radio, sales, marketing, events, and engineering and ended up with programming and digital aspects.