

Townsquare Media Yakima License, LLC
KIT(AM), KATS(FM), KDBL(FM), KIT-FM, KFFM(FM), KUTI(AM)
EEO PUBLIC FILE REPORT
October 1, 2015 – September 30, 2016

I. VACANCY LIST

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

Job Title/Date Hired	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Receptionist – Aug 1 st , 2016	1-4, 6-7, 9-11	2
Sales Account Manager – Sept 19 th , 2016	3-4, 6-7, 9-13	13
Market President - Sept 26, 2016		15

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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 reporting period
1	Townsquare Media – Yakima Radio and Websites KATS – KIT – KFFM – KDBL – KITFM – KUTI	N	3
2	Yakima Herald Newspaper 114 N. 4 th Street Yakima, WA 98901 Includes website, and various publications they also provide www.yakimaherald.com (509)248-151	N	2
3	Perry Technical Institute 2011 W. Washington Ave. Yakima, WA. 98903 Crystal McNabb Financial Services Assistant (T) (509) 453-0374 Ext. 218 (F) (509) 453-0375 crystalm@perrytech.edu	N	0
4	Washington Vocational Services Peggy Frisk peggy@wvs.org	N	0
5	Media Staffing Network Patty Kincaid Pattykincaid@cox.net	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
6	Yakima Valley Community College P.O. Box 22520 Yakima, WA 98902 Roxanne Baca rbaca@yvcc.edu (509)574-4600	N	0
7	Heritage University 1240 Fort Road Toppenish, WA 98948 (509)865-8500 sanchezi@heritage.edu	N	0
8	All Access Music Group www.allaccess.com	N	0
9	Yakima Valley Tech Skill Center 1120 S 18 th Street Yakima, WA 98901 509-573-5500 Fax:59-834-2041	N	0
10	Work Source Yakima 306 Division Yakima, WA 98902 509-974-0163 Fax: 509-573-4554	N	0
11	Central Washington University 400 E. University Way Ellensburg, WA 98926 (509)963-1111 humanres@cwu.edu	N	0
12	WSAB Job Bank wsabjobbank@earthlink.net	N	0
13	Linkedin.com	N	3
14	<u>Client referral</u>	N	0
15	Employee referral	N	4
16	Walk in	N	3
17	Indeed.com	N	
18	OAB job bank	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
TOTAL INTERVIEWEES OVER REPORTING PERIOD			15

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Radio Broadcasting Job Shadow Partnership with local high schools.	Townsquare Media worked with WVSD and Yakima Skill Center - 2 students job shadowed various station on air shifts, general activities and got a behind the scenes look at the radio stations' day to day functions.
2	Chamber of Commerce Job Fair	Participated with Chamber of Commerce April 2016 to promote the job fair. At job fair promoted opportunities as well as information on various careers in radio, digital, and sales.
3	Established a mentor program	GM\market consultant developing OM and DOS to increase their knowledge and understanding of management for future advancement into upper management.
4	Continued digital training program for on air and sales employees	Ongoing weekly training by DME of on air personalities on how to blog, use SEO to generate views, use social media to engage our audience. Weekly training by DSM/DOS of sellers on all aspects of digital sales.
5	Continued mentor program	BM developing assistant BM's to increase knowledge and understanding of financial aspect and general functions for future advancement. Also expanding knowledge of all business staff of events, digital reconciliation to increase understanding for future advancement.
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