

**Townsquare Media Yakima License, LLC**  
**KIT(AM), KATS(FM), KDBL(FM), KMGW(FM), KFFM(FM), KUTI(AM)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2017 – September 30, 2018**

**I. VACANCY LIST**

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

<b>Job Title/Date Hired</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Operations manager 11/27/17	1, 2	8
On air talent 4/9/18	7	7
Sales account executive 6/1/18	1, 2,	8
On air talent 9/24/18	10	8

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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	0
2	Greenhouse: Exports to: Facebook, Indeed, LinkedIn, Oodle, Monster, Glassdoor & Simply Hired. – Rachael Hudson, TSM Recruiting Manager - 980-208-1650	N	10
3	Yakima Valley Community College P.O. Box 22520 Yakima, WA 98902 (509)574-4600	N	0
4	Heritage University 1240 Fort Road Toppenish, WA 98948 (509)865-8500	N	0
5	Work Source Yakima 306 Division Yakima, WA 98902 509-974-0163 Fax: 509-573-4554	N	0
6	Central Washington University 400 E. University Way Ellensburg, WA 98926 (509)963-1111 <a href="mailto:humanres@cwu.edu">humanres@cwu.edu</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
7	Client referral	N	1
8	Employee referral	N	3
9	Walk in	N	0
10	All Access Music Group All Access.com 310-457-6616	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			14

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Radio Broadcasting internship Partnership with local high school/colleges – Central Washington University	Townsquare Media Yakima Internship- Student to observe and train on air shifts, general activities and got a behind the scenes look at the radio stations' day to day functions. Including the digital/web portion of how the stations promote themselves, contests. Digital contesting, creating web components, reporting views and clicks.  Intern#1 4/1-6/9/2018
2	Continued mentor program Account Executive	Account Executives's participate in Town Square University on boarding for all aspects of sales: broadcast and digital. Continued development of product training plus Director of Sales provides continued training on the general skills of sales presentations and closings.
3	Continued mentor program	General Manager development of station manager, Operations Manager and Director of Sales 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 Digital Media Editor of on air personalities on how to blog, use SEO to generate views, use social media to engage our audience. Weekly training by Director Sales of sellers on all aspects of digital sales.
5	Continued mentor program	Business Manager developing assistant business manager's to increase knowledge and understanding of financial aspect and general functions for future advancement. Expanding knowledge of all business staff of events, digital reconciliation to increase understanding for future advancement.