

**Townsquare Media Tri-Cities License, LLC**  
**KORD-FM/KEYW(FM)/KXRX(FM)/KOLW(FM)/KFLD(AM)**  
**EEO PUBLIC FILE REPORT**  
**10/01/2014-9/30/2015**

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Receptionist 11/3/2014	1-17	10
Account Executive 7/16/2015	1-17	16
On Air Personality 11/5/2014	1-17	11
Director of Sales 3/23/2015	1-17	10

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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	Tri City Herald Women in Communications P.O. Box 2608 Tri-Cities. Washington 99302 ATTN: Director Classified Dept Fax: 582-1510	N	0
2	Tri-Tech Skill Center 5929 W. Metaline Ave Kennewick, WA 99336 Attn: Ed Daily <a href="mailto:dailed@ksd.org">dailed@ksd.org</a> 509-734-3600	N	0
3	Columbia Basin College Student Employment 2600 N. 20 <sup>th</sup> Pasco, Washington 99301 Attn:Theo Dobey <a href="mailto:dlightfoot@columbiabasin.edu">dlightfoot@columbiabasin.edu</a> 547-0511 ext 2224 F/546-0410	N	0
4	Columbia Industries P.O. Box 7346 Kennewick, Washington 99336 582-4142 F/586-3825	N	0
5	Work Source Columbia Basin 815 N Kellogg Suite D Kennewick, Washington 99336 734-5941/ fax734-5959	N	0
6	Washington State Assoc. Broadcast Job Bank. 724 Columbia Street NW Suite 310 Olympia, WA 98501 <a href="mailto:wsab@mail.tss.net">wsab@mail.tss.net</a>	N	0
7	Kennewick Community Services P.O. Box 6330 Kennewick, Washington 99336	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
8	Yakama Indian Nation P.O. Box 151 Toppenish, WA 98951 509-865-5121 F/865-6719 <a href="mailto:jeanna@yakama.com">jeanna@yakama.com</a>	N	0
9	Walk In	N	0
10	Employee Referral	N	5
11	AllAccess.com Posting	N	2
12	Craigslist.com	N	0
13	LinkedIn.com	N	2
14	Station websites	N	0
15	On Air Announcements	N	0
16	Client Referral	N	1
17	Jobvite	N	0
<b>TOTAL NUMBER OF INTERVIEWEES OVER 12-MONTH PERIOD:</b>	10		

### III. RECRUITMENT INITIATIVES

<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
Career Day TriTech	Staff members spent AM in school presenting 30 minute exposes on broadcast as a career.
Established intern program	<p>Townsquare Media interns generally come from Tri-Tech vocational school's radio program or from Columbia Basin College. They are 18 or older and are interested in the communications field. During the internship, they learn the WordPress blogging program, our company's digital promotions strategy, the basics of setting up a digital contest, social media management, our company's unique use of social media, simple principles of news reporting, and our company's strategies for our loyalty program, newsletters and event promotions. Interns shadow DJs and are exposed to other careers in radio including sales. They leave with experience in maintaining an events calendar, with a portfolio of blogs on a variety of topics including personal, entertainment, news and local events. We guarantee a letter of recommendation and reference for the successful completion of 3-month internships.</p> <p>6 interns worked in our digital dept during the following periods:</p> <p>08/17/2015- present Marvin Enriquez            10/24/2014-08/31/2015 Mitch Seal            12/16/2014-3/15/15 Braden LeMarr            10/17/2014-1/17/2015 Trenton Remington            1/20/15-4/20/2015 Stephanie Schell            1/6/2015-2/6/2015 Jessica Prieto</p>
Established a mentor program	GM developing OM and DOS to increase their knowledge and understanding of management for future advancement into upper management.
Established 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 viewship, use social media to engage with our audience. Weekly training by DSM of sellers on all aspects of digital sales.

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