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EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

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
Account Executive - Radio	1-3, 5, 7-10, 12-18, 20-23, 25-33, 35, 38, 40-43, 45-61, 63, 65, 67-70, 73	21
Account Executive - Radio	1-3, 5, 7-10, 12-18, 20-23, 25-33, 35, 38, 40-43, 45-61, 63, 65, 67-70, 73	38
Account Executive - Radio	1-3, 5, 7-10, 12-18, 20-23, 25-33, 35, 38, 40-43, 45-61, 63, 65, 67-70, 73	2
Director of Sales	1, 3-6, 8-17, 19-20, 22-36, 39-40, 42-43, 45-61, 63, 65, 67-70, 72-73	11
Account Executive	3-6, 9-10, 12-13, 15-17, 19-30, 32-39, 41-44, 46-73	38
Account Executive	3-6, 9-10, 12-13, 15-17, 19-30, 32-39, 41-44, 46-73	21
Account Executive	3-6, 9-10, 12-13, 15-17, 19-30, 32-39, 41-44, 46-73	21
Account Executive	3-6, 9-10, 12-13, 15-17, 19-30, 32-39, 41-44, 46-73	71

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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	Abilene Christian University ACU Box 27914 Abilene, Texas 79699 Phone : 325-674-6540 Email : careers@acu.edu Human Resources	N	0
2	Agency Referral	N	1
3	American Broadcasting School 712 North Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	Y	0
4	American Women in Radio & Television Broadcast Resources - 4139 Briargrove Ln Dallas, Texas 75287 Phone : (972) 248-3394 Fax : 1-703-506-3266 Vivan P.	N	0
5	AMFMJobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.amfmjobs.com Email : jobs@amfmjobs.com Fax : 1-760-754-2115 Mark Holloway	Y	0
6	CA Chicano News Media Assoc 727 W. 27th Street Los Angeles, California 90007 Phone : NA Fax : 1-424-238-0271 EEO Officer	N	0
7	Career Fair	N	1
8	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Concordia University 3400 IH 35 North Austin, Texas 78705 Phone : 512-486-1199 Url : www.concordia.edu Fax : 1-512-531-7542 Director of	N	0
10	Dallas Black Chamber of Commerce 2838 MLK Jr. Blvd. Dallas, Texas 75215 Phone : 214-421-5200 Fax : 214-421-5510 Reginal Gates	N	0
11	Did not indicate (Source Unknown)	N	1
12	East Texas Broadcasting PO Box 990 Mt. Pleasant, Texas 75456 Phone : 903-572-8726 Url : www.easttexasradio.com Email : slamb@easttexasradio.com Susie Lamb	N	0
13	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : http://www.emmabowenfoundation.com/ Email : Sandra.Rice@nbcuni.com Fax : 1-212-975-5884 Sandra Rice	N	0
14	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : http://www.emmabowenfoundation.com/ Email : ebfoundation@cbs.com Fax : 1-212-975-5884 Sandra Rice	N	0

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15	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : http://www.emmabowenfoundation.com/ Email : Sandra.Rice@nbcuni.com Fax : 1-212-975-5884 Sandra Rice	N	0
16	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 817-625-1405 Rosa Navejar	N	0
17	Goods Entertainment PO Box 1266 Weston, Connecticut 06883-1266 Phone : 800-867-9532 Url : www.goodsentertainment.com Email : agoodman@goodsentertainment.com Adam Goodman	Y	0
18	Hispanic Link News Service 1420 N. St. N.W. Washington, District of Columbia Phone : (202) 234-0280 Email : charlie@hispaniclink.org Charlie Ericksen-Mendoza	N	0
19	Houston Minority Business Devt Center 4801 Woodway, Suite 210 Houston, Texas 77056 Phone : 713-644-0821 Email : christopher.bilton@hccs.edu Christopher Bilton	N	0
20	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
21	Indeed.com	N	11

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	International College of Broadcasting 6 S Smithville Rd Dayton, Ohio 45431 Fax : 1-937-258-8714 J. Michael Lemaster	N	0
23	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Fax : 415-931-4671	N	0
24	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	N	0
25	Kilgore College 1100 Broadway Kilgore, Texas 75458 Phone : 903-983-8678 ext 67 Url : www.kilgore.edu Fax : 1-903-988-7543 Bob Carmack	Y	0
26	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
27	Lubbock Christian University 5601 W 19th Lubbock, Texas 79407 Phone : 806-796-8500 Email : paula.maxey@lcu.edu Fax : 1-806-720-7295 Paula Maxey	N	0
28	Lubbock Job Spot PO Box 3757 Lubbock, Texas 79452 Phone : 806-748-9310 Email : jstout@ramarcom.com Fax : 1-806-748-9374 Traci Thorne	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
30	National Association of Black Accountants 7249-A Hanover Parkway Greenbelt, Maryland 20770 Phone : (301) 474-6222 Fax : (301) 474-3114 EEO Officer	N	0
31	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : (202) 429-5497 Url : www.nab.org/bcc/ Email : nmann@nab.org Nate Mann	N	0
32	National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : bsalkin@nlgja.org Brian Salkin	N	0
33	National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Fax : 410-486-9255 Kweisi Mfume	N	0
34	Northeast Texas Community College PO Box 1307 Mt. Pleasant, Texas 75456-1307 Phone : 903-572-1911 EXT 459 Fax : 1-903-572-6712 Career Opportunity	N	0

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35	OnAirJobs.Com, Inc. P.O. Box 541157 Houston, Texas 77254 Phone : NA Url : www.onairjobs.com/employers/ Email : todd@onairjobs.com Fax : (801) 697-6657 Todd Nelson	N	0
36	Organization of Chinese Americans 1322 18th St NW Washington, District of Columbia 20036 Phone : 202-296-0540 Email : mlee@ocanational.org Monica Lee	N	0
37	Other Source	N	2
38	Radio Recruitment Ad	N	3
39	Radio-online.com 3500 Tripp Ave Amarillo, Texas 79121 Phone : 8063527503 Url : radio-online.com Fax : 1-806-352-3677 Ron Chase	N	0
40	Recruiter	N	2
41	Self Referral	N	2
42	South Plains College/Reese Center 528 Gilbert Lubbock, Texas 79416 Phone : 806-885-3048 Email : kbarker@southplainscollege.edu Kristi Barker	N	0
43	St. Mary's University of San Antonio One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Fax : 210-431-2231 Roger Young	N	0
44	Station Website	N	1

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45	Texarkana College/Placement Director 2500 N Robison Road Texarkana, Texas 75599 Phone : 903-838-4541 Fax : 903-832-5030 Georgia McFall	N	0
46	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford	N	0
47	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
48	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : jobs@tab.org Anna Romero	N	0
49	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : jobs@tab.org Fax : 1-512-322-0522 Anna Romero	N	0
50	Texas Christian University TCU Box 297300 Ft. Worth, Texas 76129 Phone : 817.257.7860 Email : careerservices@tcu.edu Fax : 1-817-257-7686 Cheri Massey	N	0

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51	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
52	Texas State University 601 Univeristy Drive San Marcos, Texas 78666 Phone : (512) 245-2652 Email : kjulian@txstate.edu Fax : 1-512-245-3993 Karen Julian	N	0
53	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
54	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
55	Texas Tech University Career Center PO Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Email : whitney.atwood@ttu.edu Fax : 1-806-742-2474 David Krauss	N	0
56	The Hispanic Chamber of Commerce 823 Congress Ave., Ste. 1330 Austin, Texas 78701 Phone : 512-476-7502 Fax : 512-476-6417 Claudia Olivares	N	0

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57	The Ohio Center for Broadcasting 900 Sweet Valley Drive Valley View, Texas 44125 Phone : 216-447-9117 Email : hparr@beonair.com Fax : 1-216-642-9232 Heather Parr	N	0
58	The Univeristy of Texas at San Antonio 6900 N. Loop, 1604 West San Antonio, Texas 78249 Phone : 210-458-4589 Email : regina.gomez@UTSA.edu Fax : 1-210-458-4117 Regina Gomez	N	0
59	University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Fax : 479-575-2550 Placement Director	N	0
60	University of North Texas PO BOx 310589 Denton, Texas 76203 Phone : 940-565-2537 Email : rtvf@unt.edu Fax : 1-940-369-7838 Alan Albarran	N	0
61	University of Texas at Tyler 3900 University Blvd. Tyler, Texas 75701 Phone : 903-566-7000 Fax : 1-903-566-7287 Placement Director	N	0
62	University of Texas Rio Grande Valley 1 University Dr. Brownsville, Texas 78520 Phone : 956-882-6552 Email : mario.torres@utrgv.edu Mario Torres	N	0

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63	University of Texas-El Paso 500 W. University, W. Union Bldg, #103 El Paso, Texas 79902 Phone : 915-747-5640 Fax : 915-747-5730 Briane Carter	N	0
64	Unknown (source not adequately identified upon inquiry by SEU)	N	1
65	Urban League of Austin 1825 E. 38 1/2 Street Austin, Texas 78722 Phone : 512-478-7176 Fax : 512-478-1239 Herman Lessard	N	0
66	UT Pan American 1201 W. University Drive Edinburg, Texas 78539 Phone : 956/381-2243 Email : hr@utrgv.edu Belinda Reyes	N	0
67	UTEP - Career Services 500 W. University 103 Union West El Paso, Texas 79968-0626 Phone : 915-747-5730 Email : careers@utep.edu Fax : 1-915-747-5730 Betsy Castro-Duarte	N	0
68	Victoria College Career Center 2200 E. Red River Street Victoria, Texas 77901 Phone : 361-582-2404 Fax : 1-361-582-2561 Human Resources	N	0
69	Wayland Baptist University 2002 W Loop #289 Lubbock, Texas 79407 Phone : 806-785-9285 Email : kbrooks@wbu.edu Fax : 1-806-742-9556 Barbara Pittman	N	0

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70	Wiley College 711 Wiley Avenue Marshall, Texas 75670 Phone : 903-923-2479 Email : ccooper@wileyc.edu Fax : 1-903-923-2460 Christine Cooper	N	0
71	Word of Mouth Referral	N	4
72	Workforce Solutions Borderplex 1359 Lomaland El Paso, Texas 79935 Phone : 915-887-2600 Email : sergio.alfaro@borderplexjobs.com Fax : 1-915-887-2586 Sergio Alfaro	N	0
73	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			29

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/19/2018	Participation in events or programs sponsored by educational institutions	Participated in a Job Shadowing day program created by Heart Bluff Junior High in Mt. Pleasant Texas. A boy in the program spent the morning in the radio studio with Cary Eldridge learning about broadcasting and he met all other personnel to learn about their positions.	6	Morning Show Host Admin Assistant Business Manager Morning Show Host
2	4/20/2018	Participation in events or programs sponsored by educational institutions	Station participated in a school-sponsored career day at Vivian Fowler Elementary in Mt. Pleasant Texas. Our main news Director went to the school and spoke to kids in their classrooms about broadcasting to educate and bring interest to our industry. He spent 3 hours speaking to children.	1	News Director
3	4/24/2018	Co Sponsoring Job Fair	East Texas Broadcasting (ETB) sponsored and participated in a local Titus County Job fair from 9:00 - 2:00PM. ETB provided brochures and information to the general public and accepted applications and resumes from interested candidates. ETB Management (James Kitchens, David MacMullen and Sheila Wade) were in attendance to give information and answer questions about open broadcasting positions.	3	Business Manager Station Manager Director of Sales
4	6/28/2018	Co Sponsoring Job Fair	East Texas Broadcasting (ETB) sponsored and participated in a local job fair in Sulphur Springs, Texas. ETB provided brochures and information to the general public, answered questions and accepted applications and resumes from interested candidates. ETB management (James Kitchens and David MacMullen) were in attendance to give information and answer questions about open broadcasting positions.	2	Station Manager Director of Sales

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5	1/28/2019	Establishment of an intern program designed to assist members of the community	The Paris location of East Texas Broadcasting has started an internship program for youth of the community in order to bring more awareness to career opportunities in Broadcasting. The first young person to participate is Joshua Guerrero from Paris High School's Tech Career Development Department. Joshua comes to the station daily from 6:00AM-8:00AM to shadow our board operators, which will give him the opportunity to learn the technical aspects of doing sports shows and remote broadcasts. He will be participating in this internship from January 2018 - May 2018.	2	Market Manager Traffic Director
6	3/19/2019	Co Sponsoring Job Fair	East Texas Broadcasting (ETB) sponsored and participated in a local job fair in Paris, Texas. ETB provided brochures and information to the general public, answered questions and accepted applications and resumes from interested candidates. ETB management (David MacMullen and Cindy Delaney) were in attendance to give information and answer questions about open broadcasting positions.	2	Director of Sales Vice President