

### I. VACANCY LIST

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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Account Executive</td>
<td>1, 3-10, 12-15, 17-48, 50-53</td>
<td>12</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1, 3-10, 12-15, 17-48, 50-53</td>
<td>12</td>
</tr>
<tr>
<td>Digital Media Director</td>
<td>3, 5-11, 14-15, 17-21, 23-25, 27-41, 43, 45-53</td>
<td>11</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1, 3-10, 13-15, 17-25, 27-38, 40-41, 43-48, 50-53</td>
<td>13</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1, 3-7, 9-10, 14-25, 27-35, 38-40, 42-48, 50-51, 53</td>
<td>16</td>
</tr>
</tbody>
</table>
# KIMP

**EEO PUBLIC FILE REPORT**

March 25, 2022 - March 24, 2023

## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 1         | All Access Music Group  
PO Box 6587  
Malibu, California 90264  
Job Board  
Manual Posting | N | 0 |
| 2         | Alliance for Women in Media  
Broadcast Resources - 4139 Briargrove Ln  
 Dallas, Texas 75287  
Phone: (972) 248-3394  
Email: amy.burton@allwomeninmedia.org  
Fax: 1-202-750-3664  
Vivan P. | N | 0 |
| 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         | 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 |
| 5         | CA Chicano News Media Assoc  
727 W. 27th Street  
Los Angeles, California 90007  
Phone: NA  
Email: ccnmainfo@ccnma.org  
Fax: 1-424-238-0271  
Career Services | N | 0 |
| 6         | Chinese Community Services Center  
915 T Street  
Sacramento, California 95831  
Phone: 713-271-6100  
Email: pamela@ccchouston.org  
Pamela Cook | N | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification?</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 7         | Concordia University  
3400 IH 35 North  
Austin, Texas 78705  
Phone: 512-486-1199  
Url: www.concordia.edu  
Email: careerservices@concordia.edu  
Fax: 1-512-531-7542  
Career Services | N                          | 0                                         |
| 8         | Dallas Black Chamber of Commerce  
2838 MLK Jr. Blvd.  
Dallas, Texas 75215  
Phone: 214-421-5200  
Fax: 214-421-5510  
Reginal Gates | N                          | 0                                         |
| 9         | East Texas Broadcasting  
PO Box 990  
Mt. Pleasant, Texas 75456  
Phone: 903-572-8726  
Url: www.easttexasradio.com  
Email: sheila@easttexasradio.com  
Sheila Wade | N                          | 0                                         |
| 10        | 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: Claribel.nunez@nbculi.com  
Fax: 1-212-975-5884  
Claibel Nunez | N                          | 0                                         |
| 11        | Employee Promotion                                                                                                      | N                          | 1                                         |
| 12        | Employee Referral                                                                                                      | N                          | 3                                         |
| 13        | Former Employee                                                                                                        | N                          | 2                                         |
| 14        | 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                                         |
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</tr>
</thead>
</table>
| 15        | Houston Minority Business Devt Center  
4801 Woodway, Suite 210  
Houston, Texas 77056  
Phone : 713-644-0821  
Email : mbda@hccs.edu  
Christopher Bilton | N | 0 |
| 16        | Indeed.com | N | 3 |
| 17        | International College of Broadcasting  
6 S Smithville Rd  
Dayton, Ohio 45431  
Email : icbsm@icb.edu  
Fax : 1-937-258-8714  
Kenny Pyles | N | 0 |
| 18        | Julia C. Hester House, Inc.  
2020 Solo Street  
Houston, Texas 77020  
Phone : 713-672-2573  
Email : itunper@jchesterhouse.org  
Martha Bravo | N | 0 |
| 19        | 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 |
| 20        | Lamar University  
P.O. Box 10012  
Beaumont, Texas 77710  
Phone : 409-880-8879  
Fax : 409-880-8881  
Quincy Martin | N | 0 |
| 21        | Lubbock Christian University  
5601 W 19th  
Lubbock, Texas 79407  
Phone : 806-720-7387  
Email : rose.johnson@lcu.edu  
Fax : 1-806-720-7295  
Rose Johnson | N | 0 |
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</thead>
<tbody>
<tr>
<td>22</td>
<td>MLK Jr. Community Center 2922 MLK Blvd. Dallas, TX 75215 Phone: (214) 670-8355 Fax: (214) 670-8501 Keith Hampden</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>23</td>
<td>Northeast Texas Community College PO Box 1307 Mt. Pleasant, TX 75456-1307 Phone: 903-572-1911 EXT 459 Fax: 1-903-572-6712 Career Opportunity</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>24</td>
<td>OCA Asian Pacific American Advocates 900 19th St. NW 6th Floor Washington, District of Columbia 20006 Phone: 202-296-0540 Email: <a href="mailto:kent.tong@ocanational.org">kent.tong@ocanational.org</a> Kent Tong</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>25</td>
<td>OnAirJobs.Com, Inc. P.O. Box 541157 Houston, TX 77254 Phone: NA URL: <a href="http://www.onairjobs.com/employers">www.onairjobs.com/employers</a> Email: <a href="mailto:todd@onairjobs.com">todd@onairjobs.com</a> Fax: (801) 697-6657 Todd Nelson</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>26</td>
<td>Radio Recruitment Ad</td>
<td>N</td>
<td>2</td>
</tr>
<tr>
<td>27</td>
<td>Radio-online.com 3500 Tripp Ave Amarillo, TX 79121 Phone: 8063527503 URL: radio-online.com Fax: 1-806-352-3677 Ron Chase</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>28</td>
<td>South Plains College/Reese Center 528 Gilbert Lubbock, TX 79416 Phone: 806-885-3048 Email: <a href="mailto:kbarker@southplainscollege.edu">kbarker@southplainscollege.edu</a> Kristi Barker</td>
<td>N</td>
<td>0</td>
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<td>29</td>
<td>St. Mary's University of San Antonio One Camino Santa Maria San Antonio, Texas 78228 Phone: 210-436-3102 Email: <a href="mailto:strivecareer@stmarytx.edu">strivecareer@stmarytx.edu</a> Fax: 1-210-431-2231 Roger Young</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>30</td>
<td>Texarkana College 2500 N Robison Road Texarkana, Texas 75599 Phone: 903-838-4541 Email: <a href="mailto:shawna.watkins@texarkanacollege.edu">shawna.watkins@texarkanacollege.edu</a> Shawna Watkins</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>31</td>
<td>Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone: 903-794-4163 Fax: 903-792-2976 James Ashford</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>32</td>
<td>Texas A&amp;M University - Commerce PO Box 3011 Commerce, Texas 75429 Phone: 903-468-3212 Email: <a href="mailto:hirealison@tamuc.edu">hirealison@tamuc.edu</a> Bethany Ferrall</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>33</td>
<td>Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone: 512-322-9944 Url: <a href="http://www.tab.org">www.tab.org</a> Email: <a href="mailto:jobs@tab.org">jobs@tab.org</a> Fax: 1-512-322-0522 Anna Romero</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>34</td>
<td>Texas Christian University TCU Box 297300 Ft. Worth, Texas 76129 Phone: 817.257.7860 Email: <a href="mailto:careerservices@tcu.edu">careerservices@tcu.edu</a> Fax: 1-817-257-5573 Cheri Massey</td>
<td>N</td>
<td>0</td>
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| 35        | Texas College  
2404 North Grand Ave.  
Tyler, Texas 75702  
Phone: 903-593-8311  
Fax: 1-512-463-9560  
Gloria Hackney | N | 0 |
| 36        | 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 |
| 37        | Texas State University  
601 University Dr.  
San Marcos, Texas 78666  
Phone: 512-245-2645  
Email: hr@txstate.edu  
Fax: 1-512-245-3993  
Lisa Vallejo | N | 0 |
| 38        | Texas Tech University Career Center  
PO Box 45006  
Lubbock, Texas 79409  
Phone: 806-742-2210  
Email: careercenter@ttu.edu  
Fax: 1-806-742-3018  
Tori Coleman | N | 0 |
| 39        | The Hispanic Chamber of Commerce  
823 Congress Ave., Ste. 1330  
Austin, Texas 78701  
Phone: 512-476-7502  
Fax: 512-476-6417  
Claudia Oliveres | N | 0 |
| 40        | 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 |
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<tr>
<td>41</td>
<td>The University of Texas at San Antonio 6900 N. Loop, 1604 West San Antonio, Texas 78249 Phone: 210-458-4589 Email: <a href="mailto:regina.gomez@UTSA.edu">regina.gomez@UTSA.edu</a> Fax: 1-210-458-4117 Regina Gomez</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>42</td>
<td>University of Arkansas, Fayetteville Planning &amp; Placement Fayetteville, Texas 72701 Phone: 479-575-2000 Fax: 1-479-575-7790 Career Services</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>43</td>
<td>University of North Texas PO Box 310589 Denton, Texas 76203 Phone: 940-565-2537 Email: <a href="mailto:rtvf@unt.edu">rtvf@unt.edu</a> Fax: 1-940-369-7838 Alan Albarran</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>44</td>
<td>University of Texas at San Antonio 6900 N. Loop, 1604 West San Antonio, Texas 78249 Phone: 210-691-4108 Email: <a href="mailto:christina.sanchez@utsa.edu">christina.sanchez@utsa.edu</a> Cristina Sanchez</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>45</td>
<td>University of Texas at Tyler 3900 University Blvd. Tyler, Texas 75701 Phone: 903-566-7000 Fax: 1-903-566-7419 Director of</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>46</td>
<td>University of Texas Rio Grande Valley 1 University Dr. Brownsville, Texas 78520 Phone: 956-882-6552 Email: <a href="mailto:mario.torres@utrgv.edu">mario.torres@utrgv.edu</a> Mario Torres</td>
<td>N</td>
<td>0</td>
</tr>
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<tr>
<td>47</td>
<td>University of Texas- El Paso Cotton Memorial Bldg. #202 El Paso, Texas 79968 Phone: 915-747-6286 (5219) Email: <a href="mailto:Careers@utep.edu">Careers@utep.edu</a> Fax: 1-915-747-5730 Director of</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>48</td>
<td>University of the Incarnate Word 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone: 210-829-3931 Email: jewisolvuiwtx.edu Fax: 1-210-829-6094 Jessica Wilson</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>49</td>
<td>Unknown Referral Source</td>
<td>N</td>
<td>1</td>
</tr>
<tr>
<td>50</td>
<td>Urban League of Austin 1825 E. 38 1/2 Street Austin, Texas 78722 Phone: 512-478-7176 Email: <a href="mailto:d_ivyjext@aaul.org">d_ivyjext@aaul.org</a> Fax: 1-512-478-1239 Dominica Ivory Foster</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>51</td>
<td>Wiley College 711 Wiley Avenue Marshall, Texas 75670 Phone: 903-923-2479 Email: <a href="mailto:ccooper@wileyc.edu">ccooper@wileyc.edu</a> Fax: 1-903-923-2460 Christine Cooper</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>52</td>
<td>Workforce Solutions Borderplex 1359 Lomaland El Paso, Texas 79935 Phone: 915-887-2600 Email: <a href="mailto:business@borderplexjobs.com">business@borderplexjobs.com</a> Fax: 1-915-887-2586 Sergio Alfaro</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>
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</tr>
</thead>
</table>
| 53        | www.mediagignow.com  
300 South Riverside Plaza Suite 800  
Chicago, Illinois 60606  
Phone: 336-553-0620  
Url: http://www.mediagignow.com  
Email: customerservice@mediagignow.com  
MediaGignow.com | N | 0 |

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 12
## III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
</table>
| 6/13/2022  | Establishment of an intern program designed to assist members of the community | East Texas Broadcasting participated in the SEAL program through the Texas Workforce Commission. The program was created to give students insight into the career path of their choice. We had Jeremiah Evans working a 30 hour work week for 6 weeks as an intern in our Mt. Pleasant, Tx office. Jeremiah was interested in the broadcasting field and it was a way to introduce young people in our community to our broadcasting industry. Jeremiah helped in all areas from administrative office work to advertising programming on the computer. He also learned about our radio studios and how announcers work on the air and how ads are programmed in the studio. | 6                            | Business Manager  
Traffic Director  
Morning Show Host  
Admin Assistant |
| 6/20/2022  | Establishment of an intern program designed to assist members of the community | East Texas Broadcasting participated in the SEAL program through the Texas Workforce Commission. The program was created to give students insight into the career path of their choice. We had Keziah Sims working a 30 hour work week for 6 weeks as an intern in our Sulphur Springs, Tx office. Keziah was interested in the broadcasting field and it was a way to introduce young people in our community to our broadcasting industry. Keziah helped in all areas from administrative office work to advertising programming on the computer. She also learned about our radio studios and how announcers work on the air and how ads are programmed in the studio. | 3                            | News Director  
Programmer  
Morning Show Host |
| 10/28/2022 | Participation in Job Fairs                         | Attended Hopkins County Civic Center LEAP Youth Expo on October 28, 2022 from 9:00am - 12:00pm. The event was for area 8th grade students to provide career information for them to spark interest in various career fields and give them information so they can make decisions on classes to take to further their career goals.                                                                 | 2                            | News Director  
Morning Show Host |
## III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>1/19/2023</td>
<td>Participation in Job Fairs</td>
<td>Participated in the 1st Annual Camp County Job Fair held in Pittsburg Texas. We attended the event held from 11am - 3pm. We set up our table and gave out brochures detailing our radio stations and the career opportunities available. We passed out candy and items such as note pads, pens and bumper stickers. The Business Manager/HR Manager attended and spoke to candidates about our Radio Account Executive job opening and gave out flyers detailing the position and requirements for the candidate. We accepted applications (did not receive any) and directed people to apply directly on our website or by sending a resume to our HR Manager by email.</td>
<td>1</td>
<td>Business Manager</td>
</tr>
</tbody>
</table>