

EEO PUBLIC FILE REPORT

March 25, 2024 - March 24, 2025

11, MASTER RECRUITMENT SOURCE LIST ("MRSL")

1. 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 MT PLEASANT Open Date: 3/06/2024 Hire Date: 4/4/2024	1-4, 6-10, 12-15, 17-21, 23-24, 26-37, 39-52	11
Account Executive Open Date: 5/2/2024 PARIS Hire Date:	1-4, 6-10, 12-13, 15-20, 23-24, 26, 28 30-35, 37, 39-41, 43, 45-52	14
Account Executive Open Date: 5/2/2024 MT PLEASANT Hire Date:	1-4, 6-10, 12-13, 15-20, 23-24, 26, 28 30-35, 37, 39-41, 43, 45-52	3
Digital Multimedia Sales Rep Open Date: 3/62/2024 MT PLEASANT Hire Date:	1-4, 6-10, 12-13, 15-20, 23-24, 26, 28 30-35, 37, 39-41, 43, 45-52	8

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access Music Group PO Box 6587 Malibu, California 90264 Job Board Manual Posting		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.		0
3	American Broadcasting School 712 North Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell		0
4	ANIFMJobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Uri : www.amfinjobs.com Email : jobs@amfinjobs.com Fax : 1-760-754-2115 Mark Holloway		0
5	Broadcast I Source Website		2
6	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		0

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7	Chinese Community Services Center 915 T Street Sacramento, California 95831 Phone : 713-271-6100 Email : pamela@ccchouston.org Pamela Cook		0
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Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	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		0
9	East Texas Broadcasting PO Box 990 Mt. Pleasant, Texas 75456 Phone : 903-572-8726 Url : www.easttexasradio.com Email:jthornburg@easttexasradio.com Justice Thornburg		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@nbcuni.com Fax : 1-212-975-5884 Claibel Nunez		0
11	Employee Referral		5

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12	Goods Entertainment PO Box 1266 Weston, Connecticut 06883-1266 Phone : 800-867-9532 Url : www.goodsentertainment.com Email : agoodman@goodsentertainment.com Adam Goodman		0
13	Houston Minority Business Devt Center 4801 Woodway, Suite 210 Houston, Texas 77056 Phone : 713-644-0821 Email : mbda@hccs.edu Christopher Bilton		0
14	Indeed.com		9

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	International College of Broadcasting 6 S Smithville Rd Dayton, Ohio 45431 Email : icbsm@icb.edu Fax : 1-937-258-8714 Kenny Pyles		0
16	Job Board		0
17	Julia C. Hester House, Inc. 2020 Solo Street Houston, Texas 77020 Phone : 713-672-2573 Email : itapner@jchesterhouse.org Martha Bravo		0
18	Kilgore College 1100 Broadway Kilgore, Texas 75458 Phone : 903-983-8678 ext 67 Url : www.kilgore.edu Fax : 1-903-988-7543 Bob Carmack		0

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19	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin		0
20	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		0
21	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden		0
22	Non-Employee Referral		2

Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	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		0
24	OCA Asian Pacific American Advocates 900 19th St. NW 6th Floor Washington, District of Columbia 20006 Phone : 202-296-0540 Email : kent.tong@ocanational.org Kent Tong		0
25	On Air Recruitment Ad		7

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26	<p>OnAirJobs.Com, Inc. P.O. Box 541157 Houston, Texas 77254 Phone : NA Url : www.onaijobs.com/employers/ Email : todd@onairjobs.com Fax : (801) 697-6657 Todd Nelson</p>		0
27	Radio Recruitment Ad		7
28	<p>Radio-online.com 3500 Tripp Ave Amarillo, Texas 79121 Phone : 8063527503 Url : radio-online.com Fax : 1-806-352-3677 Ron Chase</p>		0
29	Self Referral		3
30	<p>South Plains College/Reese Center 528 Gilbert Lubbock, Texas 79416 Phone : 806-885-3048 Email : kbarker@southplainscollege.edu Kristi Barker</p>		0

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Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	St. Mary's University of San Antonio One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Email : strivecareer@stmarytx.edu Fax : 1-210-431-2231 Roger Young		0
32	Texarkana College 2500 N Robison Road Texarkana, Texas 75599 Phone : 903-838-4541 Email : shawna.watkins@texarkanacollege.edu Shawna Watkins		0
33	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford		0
34	Texas A&M University - Commerce PO Box 3011 Commerce, Texas 75429 Phone : 903-468-3212 Email : hirealion@tamuc.edu Bethany Ferrall		0
35	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		0
36	Texas Christian University TCU Box 297300 Ft. Worth, Texas 76129 Phone : 817.257.7860 Email : careerservices@tcu.edu Fax : 1-817-257-5573 Cheri Massey		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
37	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-512-463-9560 Gloria HaclQey		0
38	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		0
39	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		0
40	The Hispanic Chamber of Commerce 823 Congress Ave., Ste. 1330 Austin, Texas 78701 Phone : 512-476-7502 Fax : 512-476-6417 Claudia Olivares		0

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41	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		0
42	University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Email : mk011@uark.edu Fax : 1-479-575-7790 Mary Keith		0

Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	University of North Texas PO Box 310589 Denton, Texas 76203 Phone : 940-565-2537 Email : rtfv@unt.edu Fax : 1-940-369-7838 Alan Albarran		0
44	University of Texas - Tyler 3900 University Drive Office of Career Services, Bldg. 112 Tyler, Texas 75799 Phone : 903-565-5862 Email : uttylercareersuccess@uttyler.edu Fax : 1-903-565-5532 Garnesha Beck		0
45	University of Texas at San Antonio 6900 N. Loop, 1604 West San Antonio, Texas 78249		0

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	Phone : 210-691-4108 Email : cristina.sanchez@utsa.edu Cristina Sanchez		
46	University of Texas Rio Grande Valley 1 University Dr. Brownsville, Texas 78520 Phone 956-882-6552 Email : mario.torres@utrgv.edu Mario Torres		0
47	University of Texas- El Paso Cotton Memorial Bldg. #202 El Paso, Texas 79968 Phone : 915-747-6286 (5219) Email : Careers@utep.edu Fax : 1-915-747-5730 Director of		0
48	University of the Incarnate Word 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone 210-829-3931 Email : jewilso1@uiwtx.edu Fax : 1-210-829-6094 Jessica Wilson		0

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11. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
49	Urban League of Austin 1825 E. 38 1/2 Street Austin, Texas 78722 Phone : 512-478-7176 Email : divoryfoster@aaul.org Fax : 1-512-478-1239 Domonica Ivory Foster		0
50	Wiley College 711 Wiley Avenue Marshall, Texas 75670 Phone : 903-923-2479 Email : ccooper@wileyc.edu Fax : 1-903-923-2460 Christine Cooper		0
51	Workforce Solutions Borderplex 1359 Lomaland El Paso, Texas 79935 Phone : 915-887-2600 Email : business@borderplexjobs.com Fax : 1-915-887-2586 Sergio Alfaro		0
52	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com		0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			35

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111. RECRUITMENT INITIATIVES

Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3/1/2024-3/31/2025	Radio recruitment ads and Employee referrals.	Our 8 radio stations ran 1228 radio recruitment ads. Short, 30 second broadcast ad that promotes a company's commitment to equal opportunity in hiring and employment practices. Ensuring no discrimination based on protected characteristics. We encourage any and all to apply. On air staff also make mentions to apply to East Texas Broadcasting inc. We also offer a bounty to pay employees anyone that they refer and are hired.	8	Management, Traffic Directors and on air staff.
2-20-25	Workforce Solutions Job Fair 2-20-2025 Sulphur Springs Texas	Passed out and receive employment applications alone with handing out pamphlets and conducting interviews.		General Sales Manager