KLUR(FM), KOLI(FM), KQXC-FM & KYYI(FM)
EEO PUBLIC FILE REPORT
April 1, 2019–March 31, 2020

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	1-7, 9, 11, 14, 18-24	11
Account Executive	1-7, 9, 11, 12, 14, 18-24	14
Account Executive	1-7, 9, 11, 15-16, 18-24	15
Production Director	1-6, 9, 11, 15-16, 19-24	15
Account Executive	3-7, 9, 11, 16, 19-24	24

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes or No)	No. of Interviewees Referred by RS Over Reporting Period
1.	**Midwestern State University – Core Management Office** 3410 Taft Blvd. Wichita Falls, TX 76308 940-397-6254 cmc@mwsu.edu	N	0
2.	**Vernon College-Wichita Falls Campus** Contact: Clara Garza 4105 Maplewood Ave, Wichita Falls, TX 76308 940-696-8752 ext 3209 CGarza@vernoncollege.edu	N	0
3.	**Vernon College – Vernon Campus** Contact: Kelly Eason / Brandi Bannon 4400 College Drive Vernon, TX 76384 940-552-6291 Keason@vernoncollege.edu Bbrannon@vernoncollege.edu	N	0
4.	**Workforce Solutions North Texas** 4309 Jacksboro Hwy,Suite 300 Wichita Falls, TX 76302 940-322-1801 Ext 131 Renee.Jackson@ntxworksolutions.org	N	1
5.	**Work Services Corp (WSC)** 1343 Hatton Road Wichita Falls, TX 76302 940-766-3207	N	0
6.	**Wayland Baptist University** 4110 Callfield Rd. Wichita Falls, TX 76308 940-696-0404	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes or No)	No. of Interviewees Referred by RS Over Reporting Period
7.	**NAACP** P O Box 1442 Wichita Falls, TX 76307	N	0
8.	**All Access Website** www.allaccess.com	N	0
9.	**On-Air Announcements** *(all SEU stations)*	N	0
10.	**Cumulus Business Managers** BM@cumulus.com	N	0
11.	**Cumulus Job Board** Cumulus.hrmdirect.com	N	2
12.	**SEU Job Fair**	N	3
13.	**Internal Posting**	N	0
14.	**Walk-In/Self- Referral**	N	1
15.	**Word-of Mouth Referral**	N	4
16.	**Station Website Postings** *(all SEU stations)*	N	0
17.	**SEU Open House**	N	0
18.	**Ohio Center for Broadcasting-Columbus** Contact: Gary James, National Director of Placement, gary@beonair.com 5330 East Main St., Suite 200 Columbus, Ohio 43213 614-245-0555	N	0
19.	**Indeed** www.indeed.com	N	4
20.	**Facebook** www.facebook.com	N	0
21.	**Glass Door** www.glassdoor.com	N	1
22.	**Link Up** www.linkup.com	N	0
23.	**Monster** www.monster.com	N	0
24.	**Zip Recruiter** www.ziprecruiter.com	N	4
		Total Interviewees Over Reporting Period	20

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Host event/program sponsored by an educational institution relating to career opportunities in broadcasting.	On May 1, 2019, our SEU welcomed high school students from Wichita Falls Rider High School. One of our On-Air Personalities and our Operations Manager gave the students a tour of our facilities, which included an introduction to key staff members, learning about operations and how each department functions, and discussing the various career opportunities in radio. The tour was followed by a question-and-answer session, after which the students were escorted into the studio and given a chance to record.
2	Mentoring Program	Throughout this reporting period, our SEU's Market Manager has been grooming an Account Executive ("AE") to move into the position of Sales Manager. Our Market Manager has been working with this AE since the beginning of May 2015, to impart the knowledge and specific skills required to excel in this position. The AE has been hosting the morning and afternoon sales meetings under the leadership of the Market Manager and, based on performance, has been promoted to Sales Manager.
3	Participate in and Sponsor Job Fair	On July 25, 2019, our SEU participated in and served as a media sponsor of the Christmas in July Job Fair hosted by Workforce Solutions of North Texas. Our SEU occupied a table which was staffed by SEU representatives who spoke with job seekers about career opportunities in broadcasting and job openings within the SEU. SEU participants included our Sales Manager and Account Executives. Our SEU donated Public Service Announcements preceding and during this event.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of April 2019, this SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by ThinkHR entitled, "Workplace Harassment Prevention," designed to address sexual harassment with a focus on the forms of harassment prohibited by federal law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial.