

KLLL-FM, KMMX(FM), KONE(FM), KBTE(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	1-6, 8-17	8
Account Executive	1-6, 8-17	17
Receptionist	1-4, 6-16	10
Account Executive	1-13, 16	10
Account Executive	1-13, 16	10
Account Executive	1-13, 16, 18	10
Account Executive	1-13, 16, 18	18

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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	Allaccess.com www.allaccess.com Career Services	No	0
2	Texas Workforce 101 E. 15 th St. Rm 651 Austin, TX 78778 www.workintexas.com Margaret Moten	No	0
3	South Plains College 1401 College Ave. Levelland, TX 79336 www.collegecentral.com/southplainscollege	No	0
4	Internal Posting 33 Briercroft Office Park Lubbock, TX 79412 Email: celeste.collins@alphamediausa.com	No	0
5	Lubbock Christian University 5601 19 th Street Lubbock, TX 79407 www.lcu.edu/resources/career-services/job-listings	No	0
6	Indeed.com Career Services	No	11
7	Texas Tech PO Box 45006 Lubbock, TX 79409 www.ttu.12twenty.com/jobpostings#	No	0
8	Alpha Media Careers Website www.alphamediausa.com/careers	No	2
9	On-Air Announcements (<i>one or more SEU stations</i>)	No	3
10	Word-of-Mouth Referral	No	6
11	Job Fairs (<i>see Sec. III</i>)	No	0
12	Unknown (<i>unable to adequately identify upon SEU inquiry</i>)	No	4

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Greater Dallas Asian American Chamber of Commerce 1402 N. Corinth St. Dallas, TX 75215	No	0
14	Dallas Black Chamber of Commerce 2838 MLK Jr Blvd Dallas, TX 75215	No	0
15	Texas Tech University PO Box 45006 Lubbock, TX 79336	No	0
16	Wayland Baptist University 1900 W 7th Street Lubbock, TX 79072	No	0
17	Station Facebook Posting (<i>one or more SEU stations</i>)	No	1
18	Ziprecruiter.com	No	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			<i>27</i>

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training addressing equal employment opportunity and preventing discrimination	On October 9, 2019, our Business Manager took part in an interactive training webinar entitled, “The FCC’s Equal Employment Opportunity Rules: The Nuts and Bolts for Alpha Media,” presented by Alpha Media’s communications counsel, Wiley Rein LLP.
2	Management-level training addressing equal employment opportunity and preventing discrimination	During August 17-27, 2020, our Market, Operations, Sales Manager, and Business Managers as well as our Program Director participated in ThinkHR training programs provided by Alpha Media entitled, “Bullying and Violence in the Workplace” and “Workplace Harassment Prevention for Managers”.
3	Host Job Fair	On February 20, 2020, our SEU hosted a job fair at its facilities, recruiting for open sales positions. Our managers were available to meet one-on-one with attendees to talk about Alpha Media. Station participants included our Market Manager, Sales Managers, Operations Manager and Business Manager. The event was promoted on all SEU stations.
4	Host Job Fair	On March 21, 2020, our SEU hosted a job fair at its facilities, recruiting for open sales positions. Our managers were available to meet one-on-one with attendees to talk about Alpha Media. Station participants included our Market Manager, Sales Managers, Operations Manager and Business Manager. The event was promoted on all SEU stations.