

**KYKX(FM), KOOI(FM), KKUS(FM), KOYE(FM), KTLH(FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2019-March 31, 2020<sup>1</sup>**

**I. VACANCY LIST**

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

| <b>Job Title</b>     | <b>Recruitment Sources (“RS”) Used to Fill Vacancy</b> | <b>RS Referring Hiree</b> |
|----------------------|--|---------------------------|
| Production Associate | 1, 5-10, 12  | 12                        |
| Account Executive    | 1-12   | 8                         |

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<sup>1</sup> This Report provides recruitment data collected from March 22, 2019 through March 21, 2020.

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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   | <b>University of Texas at Tyler</b><br>3900 University Boulevard Tyler, Texas 75799 Torma Brooks<br>903-565-5581<br><a href="mailto:tbrooks@uttyler.edu">tbrooks@uttyler.edu</a> | N   | 0  |
| 2   | <b>Tyler Junior College Career Services</b><br>1327 South Baxter Avenue Tyler, Texas 75701<br>903-510-2200<br>Kim Harden <a href="mailto:khar@tjc.edu">khar@tjc.edu</a>          | N   | 3  |
| 3   | <b>Texas College</b><br>2404 North Grand Avenue Tyler, Texas 75702<br>903-593-8311 X 2201<br><a href="mailto:lbowie@texascollege.edu">lbowie@texascollege.edu</a>                | N   | 0  |
| 4   | <b>Le Tourneau University Career Services</b><br><a href="https://www.collegecentral.com/letu/">https://www.collegecentral.com/letu/</a>   | N   | 0  |
| 5   | <b>Texas Association of Broadcasters</b><br><a href="http://www.tab.org">www.tab.org</a>   | N   | 1  |
| 6   | <b>Alpha Media Career Website</b><br><a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>  | N   | 1  |
| 7   | <b>Station Website Postings</b> ( <i>navigation link to Alpha Media Career website</i> )   | N   | 1  |
| 8   | <b>Indeed Website</b><br><a href="http://www.indeed.com">www.indeed.com</a>  | N   | 2  |
| 9   | <b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )  | N   | 1  |
| 10  | <b>Alpha Media Job Fair</b> ( <i>see Section III</i> )   | N   | 0  |
| 11  | <b>Longview News Journal</b><br>Joshua K Hart<br><a href="mailto:jhart@news-journal.com">jhart@news-journal.com</a>  | N   | 0  |
| 12  | <b>Internal Posting</b>  | N   | 0  |
| <b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b> |  |   | 9  |

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**III. RECRUITMENT INITIATIVES**

|          | <b>Type of Recruitment Initiative<br/>(Menu Selection)</b>   | <b>Brief Description of Activity</b>  |
|----------|--|---|
| <b>1</b> | Host Job Fair  | On July 9, 2020, our SEU hosted a job fair at the Hilton Garden Inn Longview. Our SEU solicited local exhibitors, organized logistics, and promoted the event on-air and online. Our SEU also participated as a local employer. SEU participants included our Director of Sales as well as our Local Sales and Business Managers, who spoke with attendees about career opportunities in radio as well as job openings in sales and programming within the SEU. |
| <b>2</b> | Host Job Fair  | On October 08, 2019, our SEU hosted a job at the Hilton Garden Inn Longview. Our SEU solicited local exhibitors, organized logistics, and promoted the event on-air and online. Or SEU also participated as a local employer. SEU participants included our Director of Sales as well as our Local Sales Manager, who spoke with attendees about career opportunities in radio as well as job openings in sales and programming within the SEU.                 |
| <b>3</b> | Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting | On May 31, 2019 our SEU’s Director of Sales spoke to the Radio, TV and Film class at Tyler Junior College, during which they discussed career opportunities and how broadcast media operates digitally and locally.   |
| <b>4</b> | Management-level training addressing equal employment opportunity and preventing discrimination                  | On August 20, 2019 and September 3, 2019, our Director of Sales, General Sales Managers, Program and Content Directors and Business Manager participated in ThinkHR training programs provided by Alpha Media entitled, “Bullying and Violence in the Workplace” and “Workplace Harassment Prevention for Managers.”  |

|          | <b>Type of Recruitment Initiative<br/>(Menu Selection)</b>                                      | <b>Brief Description of Activity</b>   |
|----------|---|--|
| <b>5</b> | Management-level training addressing equal employment opportunity and preventing discrimination | On October 9, 2019, our SEU’s Market and Business Managers 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. |