

**KLAK(FM), KMAD-FM, KMKT(FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2020-March 31, 2021**

**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>
Local Sales Manager	1, 4-5, 10, 14-16	1

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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>Word-of-Mouth Referral</b>	No	1
2	<b>All Access Website</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	No	0
3	<b>Allen Chamber</b> 210 West McDermott Drive, Allen, TX 75013 Contact: Angel Wood Phone: 972-727-5585	No	0
4	<b>Alpha Media Career Website</b> <a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>	No	2
5	<b>Indeed Website</b> <a href="http://www.indeed.com">www.indeed.com</a>	No	7
6	<b>Austin College</b> 900 N Grand Ave., Sherman, TX 75090 Contact: Career Services Phone: 903-813-2000	No	0
7	<b>Celina Chamber</b> 201 Preston Road, Celina, TX 75009 Contact: Career Service Phone: 972-382-3300	No	0
8	<b>Choctaw Career Development</b> PO Box 1210, Durant, OK 74701 Contact: Kelli Ostman Phone: 866-933-2260 Fax: 580-920-1514 Email: <a href="mailto:kostman@choctawnation.com">kostman@choctawnation.com</a>	No	0
9	<b>Collin College</b> 2800 E Spring Creek Parkway, Plano, TX 75074 Contact: Dr Mary McCrae Phone: 972-881-5790	No	0
10	<b>Denison Chamber</b> 313 W Woodard, Denison, TX 75020 Contact: Career Services Phone: 903-465-1551	No	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
11	<b>Frisco Chamber of Commerce</b> Frisco, Texas Contact: Career Services Phone: 972-335-9522	No	0
12	<b>Grayson Co College</b> 6101 Grayson Drive, Denison, TX 75020 Contact: Gretchen Huff Phone: 903-415-2544 Email: <a href="mailto:huffg@grayson.edu">huffg@grayson.edu</a>	No	0
13	<b>Kiamichi Technology Center</b> 810 Waldron Road, Durant, OK 74701 Contact: Jennifer Davis Phone: 580-924-7081 Fax: 580-924-2790 Email: <a href="mailto:jdavis@ktc.edu">jdavis@ktc.edu</a>	No	0
14	<b>McKinney Chamber of Commerce</b> 2150 S Central Expressway #150, McKinney, TX 75070 Contact: Career Service Phone: 972-542-0163	No	0
15	<b>Plano Chamber of Commerce</b> 1200 E 15 <sup>th</sup> Street, Plano, TX 75074 Contact: Sue Rackers Phone: 972-434-7547	No	1
16	<b>Sherman Chamber of Commerce</b> 307 Wet Washington Street, #100, Sherman, TX 75090 Contact: Eddie Brown Phone: 903-893-1184	No	1
17	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	0
18	<b>Job Fairs</b> ( <i>See Sec. III</i> )	No	0
<b>TOTAL INTERVIEWES OVER REPORTING PERIOD</b>			12

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in Job Fair	On October 6, 2020, our SEU participated in the Austin College Virtual Fall Recruitment Fair 2020, which was hosted by Austin College. SEU participants included our Market Manager and Operations Manager, who met with students online and spoke with students about career opportunities in broadcasting with an emphasis on sales as well as job openings within the SEU.
<b>2</b>	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On October 7, 2020, our SEU's Operations Manager participated in the OETA Student Day Conference via Zoom with Southeastern Oklahoma State University in Durant. The event was virtual and the SEU's Operations Manager was interviewed by Dr. Aaron Adair, SOSU professor about a career in broadcasting and advice for broadcasting majors entering the market in the next 12-24 months.
<b>3</b>	Host Job Fair	On October 22, 2020, our SEU hosted our 3rd Annual Job Fair, which was a live virtual event this year. Workforce Solutions Texoma helped us to promote the event. Texoma Medical Center was the Title sponsor of the event and 7 other prominent local businesses participated, hosting group discussions and providing on-the-spot interviews. The SEU's Operations Manager, Production Director and Program Directors hosted the event. Each business participant was interviewed and discussed their job opening live on line answering questions from job seekers in real time.
<b>4</b>	Participate in Job Fair	On February 23, 2021, our SEU participated in the Austin College Virtual Career Fair, which was hosted by Austin College. SEU participants included our Market Manager and Operations Manager, answered questions from students online and spoke with students about career opportunities in broadcasting with an emphasis on sales as well as job openings within the SEU.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
5	Management-level training addressing equal employment opportunity and preventing discrimination	Between the dates of March 6, 2021 and March 15, 2021, our Market and Business Manager participated in ThinkHR training program provided by Alpha Media entitled, "EEO and Lawful Hiring" enforcing good hiring practices and non-discrimination.