

**KLAK(FM), KMAD-FM, KMKT(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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Receptionist/Traffic Assistant	1, 4-5, 10, 16	5

**KLAK(FM), KMAD-FM, KMKT(FM)  
EEO PUBLIC FILE REPORT  
April 1, 2019 -March 31, 2020**

**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	0
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	0
5	<b>Indeed Website</b> <a href="http://www.indeed.com">www.indeed.com</a>	No	4
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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	0
16	<b>Sherman Chamber of Commerce</b> 307 Wet Washington Street, #100, Sherman, TX 75090 Contact: Eddie Brown Phone: 903-893-1184	No	0
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>			4

**KLAK(FM), KMAD-FM, KMKT(FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2019 -March 31, 2020**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On April 25, 2019, our SEU participated in the MISD Career Expo sponsored by the McKinney ISD, which took place in the McKinney Boyd High School. SEU participants included our Market Manager, who occupied the Alpha Media booth and spoke with MISD High School Students about career opportunities in broadcasting with an emphasis on sales as well as job openings within the SEU. Students from all 3 McKinney High Schools attended this event.
<b>2</b>	Host Job Fair	On October 24, 2019, our SEU hosted our 2 <sup>nd</sup> Annual Job Fair, which took place at the Hilton Garden Inn in Denison, Texas. Texoma Medical Center was the Title sponsor of the event and 21 other prominent local businesses participated, hosting booths and providing on-the-spot interviews. Cardinal Glass was our Presenting Sponsor. Our Market, Sales and Programming Managers occupied the Alpha Media booth and spoke with and answered questions from attendees about careers in broadcasting, with an emphasis on promotions, as well as internships and job opportunities with the SEU. Informational hand-outs were distributed, and applicants were interviewed.
<b>3</b>	Internship Program	During this reporting period, our SEU hosted a student majoring in journalism/communication at the University of N Texas for an internship. Beginning September 5, 2019, the intern completed 100 hours with our SEU, supervised by our Operations Manager and Promotions Manager, received practical training and experience in radio broadcasting. The intern “shadowed” members of our Promotions, On-Air, Traffic, Business and Sales departments, which provided her with the experience needed to assist the Promotions department with preparations for one of the SEU’s big, annual promotions.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>4</b>	Management-level training addressing equal employment opportunity and preventing discrimination	On October 9, 2020, our SEU's Business, Market, Operations, and Promotions Managers participated in an interactive training webinar presented by Alpha's FCC counsel, Wiley Rein LLP, regarding compliance with the FCC's EEO rules.
<b>5</b>	Participate in Job Fair	On February 27, 2020, our SEU participated in the Austin College Career Fair 2020, which took place on the Austin College Wright Campus Center. SEU participants included our Market Manager, who occupied the Alpha Media booth and spoke with students about career opportunities in broadcasting with an emphasis on sales as well as job openings within the SEU. Applications were accepted during the event.
<b>6</b>	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On February 27, 2020, our SEU participated in the Sherman Career Expo sponsored by Sherman High School, which was held on the Sherman High School Campus. SEU participants included our Sales Manager and KMKT Program Director, who occupied the Alpha Media booth and spoke with attendees about career opportunities in broadcasting with an emphasis on sales as well as job openings within the SEU.
<b>7</b>	Management-level training addressing equal employment opportunity and preventing discrimination	Between the dates of August 16, 2019 and September 5, 2019, our Market, Business, Operations, Sales, Promotions, Production, and Traffic Managers as well as all Program Directors, participated in ThinkHR training programs provided by Alpha Media entitled, "Bullying and Violence in the Workplace" and "Workplace Harassment Prevention for Managers."
<b>8</b>	Participate in event sponsored by or on behalf of a community organization relating to careers in broadcasting	On February 10, 2020, Station KLAK(FM) hosted members of Girl Scout Troop 6630, Plano, Texas, for a tour of the studio in their pursuit of media badges. One of our On-Air Personalities conducted the tour, during which he talked about how radio stations operate and the opportunities available for a future career in broadcasting. Before concluding the visit, he interviewed several of the Troop members on the air.