

KGNC(AM), KGNC-FM, KXGL(FM)
EEO PUBLIC FILE REPORT
April 1, 2018-March 31, 2019

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, 3, 6, 8-12	10
Account Executive	1, 3, 6, 8-12	6
Account Executive	1, 3, 6, 8-12	6
General Manager	1, 6, 8-11	11

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alpha Media Career Website www.alphamediausa.com/careers	No	1
2	Amarillo College (KACV-TV/FM) Contact: Dr. Paul Matney P. O. Box 447 Amarillo, TX 79178 806.371.5222	No	0
3	Texas Association of Broadcasters Ann Arnold Center 502 E. 11 th Street, Suite 200 Austin, TX 512.322.9944	No	0
4	Workforce Solutions-Panhandle Contact: Mike Ewing 1206 W. 7 th Amarillo, TX 79106 806.372.5521, ext. 0314	No	0
5	West Texas A&M University Communications Department Contact: Trudy L. Hanson P. O. Box 747 Canyon, TX 79016 806.651-2000	No	0
6	Indeed Website (automated posting from Alpha careers website) www.indeed.com	No	11
7	All Access Website www.allaccess.com	No	0
8	On-Air Announcements (one or more SEU stations)	No	2
9	Walk-In/Self-Referral	No	2
10	Word-of-Mouth Referral	No	1
11	LinkedIn www.linkedin.com	No	2
12	SEU Job Fairs	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			19

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On February 27, 2019, our Morning Show Host/Program Director spoke to a group of broadcast students at Amarillo College for a career day. The 30-minute talk addressed mass communications and a question and answer session was held afterward. Several students followed up with the SEU for information about our SEU’s employment opportunities and internship program.
2	Internship Program	During this reporting period, our SEU hosted a student majoring in journalism/communication at Amarillo College for an internship. Between January 23, 2019 and March 31, 2019, the intern, 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.
3	Internship Program	During this reporting period, our SEU hosted a student majoring in journalism/communication at West Texas Amarillo University for an internship. Between May 20, 2018 and September 16, 2018, the intern, 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 him with the experience needed to assist the Promotions department with preparations for one of the SEU’s big, annual promotions.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training addressing equal employment opportunity and preventing discrimination	On March 22, 2019, our SEU's Business Manager hosted a training meeting with station Program Directors, the Promotions Manager as well as the Sales/Acting Market Manager regarding compliance with the FCC's EEO rules, reviewing information prepared by outside communications counsel for Alpha Media. Assignments were given to employees addressing various aspects of the SEU's FCC EEO program.