

**KLLL-FM, KMMX(FM), KONE(FM), KBTE(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>
Account Executive	1-6, 8-17	6

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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>Allaccess.com</b> <a href="http://www.allaccess.com">www.allaccess.com</a> Career Services	No	0
2	<b>Texas Workforce</b> 101 E. 15 <sup>th</sup> St. Rm 651 Austin, TX 78778 <a href="http://www.workintexas.com">www.workintexas.com</a> Margaret Moten	No	0
3	<b>South Plains College</b> 1401 College Ave. Levelland, TX 79336 <a href="http://www.collegecentral.com/southplainscollege">www.collegecentral.com/southplainscollege</a>	No	0
4	<b>Internal Posting</b> 33 Briercroft Office Park Lubbock, TX 79412 Email: <a href="mailto:chelsey.smith@alphamediausa.com">chelsey.smith@alphamediausa.com</a>	No	3
5	<b>Lubbock Christian University</b> 5601 19 <sup>th</sup> Street Lubbock, TX 79407 <a href="http://www.lcu.edu/resources/career-services/job-listings">www.lcu.edu/resources/career-services/job-listings</a>	No	0
6	<b>Indeed.com</b> Career Services	No	4
7	<b>Texas Tech</b> PO Box 45006 Lubbock, TX 79409 <a href="http://www.ttu.12twenty.com/jobpostings#">www.ttu.12twenty.com/jobpostings#</a>	No	0
8	<b>Alpha Media Careers Website</b> <a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>	No	0
9	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	0
10	<b>Word-of-Mouth Referral</b>	No	1
11	<b>Job Fairs</b> ( <i>see Sec. III</i> )	No	0
12	<b>Unknown</b> ( <i>unable to adequately identify upon SEU inquiry</i> )	No	2

<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>
13	<b>Greater Dallas Asian American Chamber of Commerce</b> 1402 N. Corinth St. Dallas, TX 75215	No	0
14	<b>Dallas Black Chamber of Commerce</b> 2838 MLK Jr Blvd Dallas, TX 75215	No	0
15	<b>Texas Tech University</b> PO Box 45006 Lubbock, TX 79336	No	1
16	<b>Wayland Baptist University</b> 1900 W 7th Street Lubbock, TX 79072	No	0
17	<b>Station Facebook Posting</b> ( <i>one or more SEU stations</i> )	No	0
18	<b>Ziprecruiter.com</b>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			11

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Training	April 16, 2020 and April 23, 2020, our station provided digital training designed to equip our Account Executive with the skills necessary to advance their career. Training was provided by Recrue, designed to help Account Executive become more knowledgeable with digital products.
<b>2</b>	Virtual Job Fair	On November 5, 2020, our SEU participated an online job fair hosted by Texas Tech University College of Media & Communications. SEU participants included our Director of Sales, who discussed careers in sales with interested attendees.
<b>3</b>	Training	From February 3, 2021 through March 12, 2021, our station provided training designed to equip our Account Executive with the skills necessary to advance his career. Training was provided by Hub Spot, a CRM training designed to help Account Executive with lead creation.
<b>4</b>	Management-level training addressing equal employment opportunity and lawful hiring	On March 10, 2021, our Business Manager participated in ThinkHR training programs provided by Alpha Media entitled, “EEO and Lawful Hiring”.
<b>5</b>	Virtual Job Fair	On March 15, 2021, our SEU participated an online job fair hosted by San Antonio Virtual Diversity Hiring Event. SEU participants included our Business Manager, who discussed careers in sales with interested attendees.
<b>6</b>	Virtual Job Fair	On March 23, 2021, our SEU participated an online job fair hosted by Texas Tech University College of Media & Communications. SEU participants included our Director of Sales and Business Manager, who discussed careers in sales with interested attendees.

7	Host Job Fair	On March 24, 2021, 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.
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