

**KHKX(FM), KQRX(FM), KMCM(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>
Afternoon Drive-On Air	2, 5, 8, 11-14, 20	11
Traffic Assistant/Receptionist	7, 14, 19-20	7
Sales Executive	2, 5, 8-9, 14-18, 21	21

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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>Texas Workforce Commission</b> 3510 N Ave A, Midland, TX 79711 (432) 687-3003 <a href="http://www.twc.state.tx.us">www.twc.state.tx.us</a>	No	0
2	<b>Texas Association of Broadcasters</b> 502 E. 11 <sup>th</sup> Street Ste 200, Austin, TX 78701 <a href="http://www.tab.org">www.tab.org</a>	No	0
3	<b>Odessa American – Classifieds</b> 222 E. 4 <sup>th</sup> Street, Odessa, TX 79761 (432) 333-7777 <a href="http://www.oaoa.com">www.oaoa.com</a>	No	0
4	<b>Midland Reporter Telegram – Classified Department</b> 201 E. Illinois, Midland, TX 79701 (432) 682-5311 <a href="http://www.mywestexas.com">www.mywestexas.com</a>	No	0
5	<b>All Access</b> 28955 Pacific Coast Highway Ste 210, Malibu, CA 90265 (310) 457-8058 (F) <a href="http://www.allaccess.com">www.allaccess.com</a>	No	1
6	<b>University of Texas of Permian Basin</b> 4901 E. University, Odessa, TX 79762 (432) 522-2633 <a href="http://www.utpb.edu">www.utpb.edu</a>	No	0
7	<b>Employee Referral</b>	No	1
8	<b>Non-Employee Referral</b>	No	0
9	<b>Walk-In/Self-Referral</b>	No	1
10	<b>Re-Hire</b>	No	0
11	<b>Internal Transfer/Promotion</b>	No	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	<b>Country Aircheck Office</b> 914 18th Ave S. 2nd Floor, Nashville, TN 37212 (615) 320-1450	No	0
13	<b>Inside Radio</b> P.O. Box 31156, Atlanta, GA 31156 (800) 248-4242	No	2
14	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	2
15	<b>Indeed</b> (800) 475-4361 <a href="http://www.indeed.com">www.indeed.com</a>	No	0
16	<b>ZIPRecruiter</b> (877) 252-1062	No	0
17	<b>Lee Logan Consulting</b> 2500 Tanglewilde Ste 106, Houston, TX 77063-2123	No	0
18	<b>All About Country</b> 315 E. Center Avenue Lake Buff, IL 60044	No	0
19	<b>Regional Help Wanted</b> <a href="http://www.regionalhelpwanted.com">www.regionalhelpwanted.com</a>	No	1
20	<b>JobfairsNow</b> (432) 889-9107 <a href="http://www.jobfairsnow.com">www.jobfairsnow.com</a>	No	1
21	<b>Eventures/Former Contractor</b> (432) 889-9107	No	1
<b>TOTAL INTERVIEWEES 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 June 19, 2019, our SEU participated in Eventures Job Fair in Odessa, Tx. Participants included Sr Management and Sr Account Executives, who discussed careers in radio with interested attendees, accepted resumes, discussed internship and part-time employment opportunities in the broadcast industry.
<b>2</b>	Participate in Job Fair	On October 10, 2019, our SEU participated in Eventures Job Fair in Midland, Tx. Participants included Sr Management and Sr Account Executives, who discussed careers in radio with interested attendees. SEU Accepted resumes, discussed internship and part-time employment opportunities in the broadcast industry.
<b>3</b>	Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	<p>Vice President/General Manager and all four Account Executives attended the Texas Association of Broadcast Convention August 7-8, 2019 in Austin. Attendees participated in workshops designed to enhance participants skills in making more effective sales presentations, improved prospecting, and leadership training for advancement in the broadcast industry.</p> <p>Vice-President/General Manager integrates training components into weekly meetings: Programming meetings specifically focus on improved on-air delivery, more effective communication and emotional connection techniques in relating with station's listeners, and critical skills necessary to advance careers in radio programming. Sales and marketing meetings focus on training designed for better managing relationships with customers, improved copy writing, client promotional brainstorming in identifying steps to improve customer's business.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Participate in Scholarship Program	<p>During this reporting period, our SEU participated in the Texas Association of Broadcasters' Texas Broadcasters' Education Foundation scholarship program, which provides scholarships to students majoring in broadcast media and telecommunications. TBEF annually awards scholarships to outstanding students pursuing a degree in broadcast journalism, production or engineering at universities, colleges and technical schools across the state of Texas. Scholarships include eight \$3,000 scholarship and two \$5,000 scholarships. Our SEU helped promote the program by providing information on types and number of TBEF scholarships available during job fairs that we attended, ran on-air announcements and posted on station websites with scholarship information. Vice President/General Manager sat on the panel that reviewed and awarded the scholarships. Our SEU also contributed financially to the program.</p>
5	Internship Program	<p>During this reporting period, SEU partnered with University of Texas of the Permian Basin to host an internship in conjunction with UTPB's broadcasting department to enable the university students to create and produce a weekly radio sports show that covers all sports at UTPB. It is aired weekly year-round on KQRX(FM). The students learn interviewing, editing, and final show production. The students work regularly with the SEU's Operations Manager to get critical feedback and instruction on all aspects of the show's production.</p>