

**KHKX(FM), KQRX(FM), KMCM(FM)**  
**EEO PUBLIC FILE REPORT**  
April 1, 2020 - March 31, 2021

**I. VACANCY LIST**

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) used to fill vacancy	RS Referring Hiree
SALES EXECUTIVE	2, 5, 9, 14, 17, 20	9

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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 12-month period
1	Texas Workforce Commission 3510 N Ave A Midland, Texas 79711 (432)687-3003 <a href="http://www.twc.state.tx.us">www.twc.state.tx.us</a>	No	
2	Texas Association of Broadcasters 502 E. 11th Street Ste 200 Austin, Tx 78701 (512)322-9944 <a href="http://www.tab.org">www.tab.org</a>	No	
3	Odessa American - Classifieds 222 E. 4th Street Odessa, Tx 79761 (432)333-7777 <a href="http://www.oaoa.com">www.oaoa.com</a>	No	
4	Midland Reporter Telegram - Classified Dept 201 E. Illinois Midland, Tx 79701 (432)682-5311 <a href="http://www.mywesttexas.com">www.mywesttexas.com</a>	No	
5	All Access Radio Site 28955 Pacific Coast Highway Ste 210 Malibu, CA 90265 (310)457-8058 (F) <a href="http://www.allaccess.com">www.allaccess.com</a>	No	
6	University of Texas of Permian Basin 4901 E. University Odessa, Tx 79762 (432)522-2633 <a href="http://www.utpb.edu">www.utpb.edu</a>	No	
7	Employee Referrals	No	
8	Non-employee Referrals	No	
9	Walk Ins	No	1
10	Re-hire	No	
11	Internal Transfer / Promotion	No	
12	Country Aircheck Office 914 18th Ave S. 2nd Floor Nashville, TN 37212 615-320-1450 <a href="mailto:news@countryaircheck.com">news@countryaircheck.com</a>	No	
13	Inside Radio PO Box 31156 Atlanta, GA 31156 (800)248-4242 <a href="http://www.insideradio.com">www.insideradio.com</a>	No	
14	Brazos Communciations West, LLC-KHKX-FM, KMCM- Radio Stations On Air Announcements on KHKX, KMCM, 3303 N. Midkiff, Suite 115 Midland, Texas 79705	No	
15	InDeed 800-475-4361 <a href="http://indeed.com">indeed.com</a>	No	
16	ZIPRecruiter 877-2521062 <a href="http://ziprecruiter.com">ziprecruiter.com</a>	No	

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
17	LinkedIn <a href="https://www.linkedin.com">linkedin.com</a>	No	1
18	All About Country 315 E. Center Avenue Lake Bluff, IL 60044	No	
19	Regional Help Wanted <a href="https://www.regionalhelpwanted.com">regionalhelpwanted.com</a>	No	
20	JobfairsNow 432-889-9107 <a href="https://www.jobfairsnow.com">jobfairsnow.com</a>	No	
21	Eventures-Former Contractor 432-889-9107 <a href="https://www.jobfairsnow.com">jobfairsnow.com</a>	No	
	Total Interviews during relevant period		2

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**III. RECRUITMENT INITIATIVES**

	Tye of recruitment initiative (Menu selection)	Brief Description of Activity
1	Participate in Job Fair	On December 10, 2020, 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.
2	Co-Sponsor & Sponsor of Recruitment Events	SEU co-sponsored a one day recruitment event on December 10, 2020. Recruiters from various buisnesses from oil field related, law enforcement, medical and office administration were on site to interview potential hires. The event was attended by over 350 with 60% of participants from minority groups and females.
3	Participate in job bank programs, internet programs and other programs designed to promote outreach generally.	SEU participate in job banks, internet programs and other programs designed to promote outreach generally. SEU is founder and sponsor of OdessaMidlandhelpwanted.com
4	Establish training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	<p>Vice-President/General Manager integrates training components into weekly meetings: Program Meetings specifically focus on improved on-air delivery, digital delivery and 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 brain storming in identifying steps to improve customer's business.</p> <p>Vice-President/General Manager and account executives participated in ZOOM training sessions with Texas Association of Broadcasters designed to improve prospecting, and leadership training for advancement in the broadcast industry.</p> <p>SEU integrated a digital platform with NXT Digital. Personnel attended various ZOOM training and video training sessions designed to expand their knowledge and skill sets so that they would be better prepared to sell and utilize the new digital products.</p>

	Tye of recruitment initiative (Menu selection)	Brief Description of Activity
5	Participate in Scholarship Programs	<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 \$500 to the program.</p>
6	Internship	<p>During this reporting period, SEU partnered with Odessa College to create an internship with OC's broadcasting department. Interns interacted with operations manager, on-air staff, production staff, management and office staff to learn all aspects of broadcast radio.</p>