

FCC 397
KFWR 95.9 KRVF 106.9 KTFW 92.1
ANNUAL EEO PUBLIC FILE REPORT
Covering Period April 1, 2025 - March 31, 2026

Station Employment Unit includes: KFWR-FM / KRVF-FM / KTFW-FM Jacksboro, Kerens, Glen Rose, TX

Contact Information for SEU: LKCM Radio Group, 115 W. 3rd St., Fort Worth, TX 76102
 817-332-0959

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 Hire
1	Account Executive	2,3,10,34,35	2
2	Account Executive	2,3,10,34,35	3
3	Account Executive	10	10
4	Account Executive	2,3,10,22,34,35	22
5	Digital Sales Manager	48 10	48
6	Account Executive	2,3,10,15,34,35	3

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Number of Interviewees Referred by RS this period:
1	106.9 KRVF broadcast commercials - 214 N. Main St. Corsicana, TX 75110 903-874-8884	NO	0
2	92.1 HANK FM broadcast commercials - 403 Temple Hall Hwy, Suite 8, Granbury TX 76049 817-573-9339	NO	7
3	95.9 KFWR broadcast commercials - 115 W. 3rd St. Fort Worth TX 76102	NO	2
4	ABA - Arkansas Broadcasters Association	NO	0
5	Allaccess.com- 28955 Pacific Cast Highway Ste. 210-5 Malibu, CA 90265 – 310-457-6616	NO	0
6	American Broadcast School –712 N.Watson Ste. 200 Arlington, TX 76011- 817-695-2474	NO	0
7	Capital Professional Staffing LLC - 420 Throckmorton Ste 20, Fort Worth, TX 76102	NO	0
8	Corsicana Daily Sun-405 E. Collin Corsicana, TX 75110- 903-872-3931	NO	0
9	Country Air Check	NO	0
10	Employee Referral	NO	5
11	Ennis Daily News/Ellis County Town & Country Leader - 213 N Dallas St., Ennis TX 75119 972-875-3801	NO	0
12	Ennis Journal – 104 S. Dallas Street Ennis TX 75119, 972-872-9565	NO	0
13	Express Employment Professionals - 2501 Parkview Drive Ste #101, Fort Worth Texas 76102	NO	0
14	iHirebroadcasting	NO	0
15	Industry Referral – Other	NO	1
16	Internal - do not use	NO	0
17	Jacksboro Chamber of Commerce; 302 S. Main Street, Jacksboro Texas 76458; 940-567-2602 Office@jacksborochamber.com	NO	0
18	OAB -Oklahoma Association of Broadcasting	NO	0
19	Pronto Staffing; P O BOX 1577 Gainesville TX 76241; 817-641-5627; www.prontostaffing.com	NO	0
20	RAMP - Radio and Music Pros	NO	0
21	Randstad; 2901 Fair Drive Fort Worth Texas 76137 817-306-4530 www.randstadusa.com	NO	0
22	Rehire	NO	1
23	TAB - TX Assoc of Broadcasters-502 E. 11th Street Ste. 200 Austin, TX 78701- 512-322-9944	NO	0
24	Tarleton State University Internship Program	NO	0
25	TCU Career Fair	NO	0
26	TCU Radio Department, www.tcu.edu, TCU Box 298020 Ft. Worth TX 76129, 817-257-7631	NO	0
27	Texas Workforce Commission 301 W. 13th Street Fort Worth TX , 76102-4699 817-336-3727	NO	0
28	Texas Workforce Commission 919 E HWY 377 Suite 8 Granbury TX 76048-1436 817-573-4282	NO	0
29	University of North Texas 1155 Union Circle, #305070 Denton, TX 76203-5017 940-369-8906	NO	0
30	University of Texas at Arlington	NO	0
31	Waxahachie Chamber of Commerce 102 YMCA Drive Waxahachie TX 75165 972-937-2390	NO	0
32	Waxahachie Daily Light – 200 W Marvin Avenue, Waxahachie TX 75165-3040 972-937-3310	NO	0
33	www.1069theranch.com	NO	0
34	www.921HankFm.com	NO	1
35	www.959theranch.com	NO	2
36	WWW.AllAboutCountry.com	NO	0
37	www.facebook.com/106.9 The Ranch	NO	0
38	WWW.facebook.com/92.1 Hank FM	NO	0
39	WWW.Facebook.com/95.9 The Ranch	NO	0
40	www.indeed.com	NO	0
41	Texas Wesleyan University; 1201 Wesleyan St, FW TX 76105	NO	0
42	Texas Womans University; 304 Administrarion Dr, Denton TX 76204	NO	0
43	Southern Methodist University; www.SMU.EDU	NO	0
44	Dallas Baptist; www.dbu.edu	NO	0
45	University of Texas at Dallas; 800 West Campbell Road, Richardson TX 75080	NO	0
46	University of Dallas; udallas.edu	NO	0
47	Tarrant County College; 300 Trinity Campus Circle, FW TX 76102	NO	0
48	WWW.Linkedin.com	NO	3
49	WWW.utah.edu; 201 Presidents' Cir, Salt Lake City UT 84112	NO	0
50	Http://ACU.edu ; 1600 Campus Court Abilene TX 79601	NO	0
51	HTTP://radiosight.com	NO	0
	Totals		22

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III. RECRUITMENT INITIATIVES

Type of Recruitment Initiative	Brief Description of Activity
<p>Training designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>ESTABLISHMENT OF TRAINING PROGRAMS: SEU continues in P1 Learning Curriculum based training with topics in management & supervision, business skills, HR compliance, leadership, sales & customer service. Personnel with management and non-management responsibility participate in online sessions in both group and individual settings weekly, monthly and throughout the year. Enables them to acquire skills that could qualify them for higher level positions (ongoing Apr. 2025-Mar. 2026). SEU Chief Engineer, Assistant Engineer, Sales manager and sales reps attended Texas Association of Broadcasters conference and training sessions (Aug 2025) to expand knowledge and experience in multiple facets of radio.</p>
<p>Maintained an Internship Program</p>	<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment. The SEU employed students in the community in a part-time internship basis from Texas Christian University, Texas Tech University and Nelson University (June-Aug) and TCU (Sept-Dec 2025 and Jan-Mar 2026) providing opportunities to acquire skills in radio broadcasting on air and promotions. Further, the SEU in partnership with the Texas Association of Broadcasters hosted two students from TCU, and Texas Tech at the TAB annual conference (August 2025) including a special session for college students to meet broadcasters and learn about opportunities in the broadcast business. Also, a member of SEU management (General Sales Manager) met with Tarleton State University student (Mar 2025) and executed an agreement with the university to establish an accredited internship program following spring semester 2026.</p>
<p>Participation in JOB FAIRS by station personnel.</p>	<p>PARTICIPATION IN JOB FAIRS BY STATION PERSONEL: SEU management level personnel (Promotions Director) participated in the TCU ALL MAJORS CAREER and INTERN EXPO held 9/17/2025. They also participated in the TCU ALL MAJORS CAREER and INTERN EXPO held 2/18/2026. The SEU also promoted jobs in broadcast at the Texas Choice Job Fair (March 12,2026) at the Holiday Inn Dallas Richardson.</p>

<p>Participation in Job Banks, Internet Programs, and other programs designed to promote Outreach</p>	<p>Participation in Job Banks, Internet Programs, and other programs designed to promote Outreach: The SEU promoted and posted promotions assistant positions (Apr- Oct 2025) and various Internship positions (Feb-Mar 2026) on "Handshake" - job listings posted and targeted to area colleges / universities including SMU, TCU, UT-Dallas, Tarleton State, UNT, UofDallas, UT- Arlington, Texas Wesleyan, ACU, TWU.</p>
<p>Training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination</p>	<p>Provision of Training to Management Level Personnel to Ensure Equal Employment Opportunity and Promoting Diversity, Equity and Inclusion: HR / Business Manager participates in seminars hosted by Mineral, Higginbotham and Risk Control Services with HR credits, in an ongoing initiative for continued education on Equal Employment Opportunity and preventing discrimination and harassment, effective onboarding, and development; (May, Nov 2025).</p>
<p>Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>SEU hosted the Student Media Tour organized by the Alliance for Women in Media (March 3, 2026). Approximately 25 students from schools such as University of Texas-Arlington, Texas A&M, Baylor, University of North Texas, and Baylor, majoring in broadcast, marketing, journalism, advertising, and strategic communications, received "education outside the classroom". Managers and experienced station personnel shared career advice and insights on entry-level jobs. A manager in the SEU was the featured speaker at Texas Christian University in two Strategic Communications classes (Nov 20, 2025). They spoke on integrating broadcast media with social media, the significance of that role in the modern radio station, and encouraged students to pursue opportunities with the SEU.</p>