

**KHKX(FM), KQRX(FM), KMCM(FM)
EEO PUBLIC FILE REPORT**

April 1, 2018 - March 31, 2019

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 www.twc.state.tx.us	No	0
2	Texas Association of Broadcasters 502 E. 11th Street Ste 200 Austin, Tx 78701 (512)322-9944 www.tab.org	No	0
3	Odessa American - Classifieds 222 E. 4th Street Odessa, Tx 79761 (432)333-7777 www.oaoa.com	No	0
4	Midland Reporter Telegram - Classified Dept 201 E. Illinois Midland, Tx 79701 (432)682-5311 www.mywesttexas.com	No	0
5	All Access Radio Site 28955 Pacific Coast Highway Ste 210 Malibu, CA 90265 (310)457-8058 (F) www.allaccess.com	No	1
6	Midland College 3600 N. Garfield Midland, Tx 79705 (432)685-4764 www.midland.edu	No	0
7	University of Texas of Permian Basin 4901 E. University Odessa, Tx 79762 (432)522-2633 www.utpb.edu	No	0
8	Odessa College - Gloria Rangel 201 W. University Odessa, Tx 79764 (432)335-6433 grangel@odessa.edu	No	0
9	Midland High School 906 W. Illinois Midland, Tx 79701 (432)6859-1170	No	0
10	Employee Referrals	No	1
11	Non-employee Referrals	No	0

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12	On Air Advertisements	No	0
13	Walk Ins	No	1
14	Re-hire	No	1
15	Internal Transfer / Promotion	No	0
16	Job Fairs	No	0
17	Shane Media 2500 Tanglewilde Ste 106 Houston, Texas 77063-2123 Pam Shane	No	0
18	Country Aircheck Office 914 18th Ave S. 2nd Floor Nashville, TN 37212 615-320-1450 news@countryaircheck.com	No	0
19	Inside Radio PO Box 31156 Atlanta, GA 31156 (800)248-4242 www.insideradio.com	No	0
20	KICKS99.1 / Brazos Communciations West, LLC Radio station website 3303 N. Midkiff, Suite 115 Midland, Texas 79705 www.kick99.net/employment	No	0
21	Rock 95.1 / Brazos Communciations West, LLC Radio station website 3303 N. Midkiff, Suite 115 Midland, Texas 79705 www.rock951online.com/employment	No	0
22	97Gold / Brazos Communciations West, LLC Radio station website 3303 N. Midkiff, Suite 115 Midland, Texas 79705 www.97gold.com/employment	No	0
23	Brazos Communciations West, LLC-KHKX-FM, KMCM-FM, Radio Stations On Air Announcements on KHKX, KMCM, 3303 N. Midkiff, Suite 115 Midland, Texas 79705	No	0
24	All About Country 315 E. Center Avenue Lake Bluff, IL 60044 www.allaboutcountry.com	No	1
25	LinkedIn 2029 Stierlin Cy Mountain View, CA www.linkedin.com	No	0
26	InDeed 800-475-4361 indeed.com	No	4
27	ZIPRecruiter 877-252-1062 ziprecruiter.com	No	0
	Total Interviews during relevant period		9

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III. RECRUITMENT INITIATIVES

	Tye of recruitment initiative (Menu selection)	Brief Description of Activity
1	Participate Job Fair	<p>On December 6, 2018, our SEU participated in Eventures Career 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.</p> <p>On March 28, 2019, our SEU participated in Job Fair & Oil Expo 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.</p>
2	Establish 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 2018 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: Program 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 brain storming in identifying steps to improve customer's business.</p>
3	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 \$1000 to the program.</p>

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4	Internship	<p>During this reporting period, SEU partnered with University of Texas of the Permian Basin to create an internship 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 have learned 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 shows production.</p> <p>During period of September 28th through December 17, 2018 Intern completed 40 hours of internship for completion of music degree. Intern shadowed Operations Manager for programming procedures, General Manager for all management applicatons and procedures of radio stations and sat with Business Manager for Q&A to discuss finance and traffic procedures.</p>