

KIMP
EEO PUBLIC FILE REPORT
March 25, 2022 - March 24, 2023

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 Hiree
Account Executive	1, 3-10, 12-15, 17-48, 50-53	12
Account Executive	1, 3-10, 12-15, 17-48, 50-53	12
Digital Media Director	3, 5-11, 14-15, 17-21, 23-25, 27-41, 43, 45-53	11
Account Executive	1, 3-10, 13-15, 17-25, 27-38, 40-41, 43- 48, 50-53	13
Account Executive	1, 3-7, 9-10, 14-25, 27-35, 38-40, 42- 48, 50-51, 53	16
Multi-Media General Sales Manager	1-7, 9-10, 14-25, 27-35, 37-40, 42-48, 50-53	16

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access Music Group PO Box 6587 Malibu, California 90264 Job Board Manual Posting	N	0
2	Alliance for Women in Media Broadcast Resources - 4139 Briargrove Ln Dallas, Texas 75287 Phone : (972) 248-3394 Email : amy.burton@allwomeninmedia.org Fax : 1-202-750-3664 Vivan P.	N	0
3	American Broadcasting School 712 North Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	Y	0
4	AMFMJobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.amfmjobs.com Email : jobs@amfmjobs.com Fax : 1-760-754-2115 Mark Holloway	Y	0
5	CA Chicano News Media Assoc 727 W. 27th Street Los Angeles, California 90007 Phone : NA Email : ccnmainfo@ccnma.org Fax : 1-424-238-0271 Career Services	N	0
6	Chinese Community Services Center 915 T Street Sacramento, California 95831 Phone : 713-271-6100 Email : pamela@ccchouston.org Pamela Cook	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Concordia University 3400 IH 35 North Austin, Texas 78705 Phone : 512-486-1199 Url : www.concordia.edu Email : careerservices@concordia.edu Fax : 1-512-531-7542 Career Services	N	0
8	Dallas Black Chamber of Commerce 2838 MLK Jr. Blvd. Dallas, Texas 75215 Phone : 214-421-5200 Fax : 214-421-5510 Reginal Gates	N	0
9	East Texas Broadcasting PO Box 990 Mt. Pleasant, Texas 75456 Phone : 903-572-8726 Url : www.easttexasradio.com Email : sheila@easttexasradio.com Sheila Wade	N	0
10	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : http://www.emmabowenfoundation.com/ Email : Claribel.nunez@nbcuni.com Fax : 1-212-975-5884 Claibel Nunez	N	0
11	Employee Promotion	N	1
12	Employee Referral	N	3
13	Former Employee	N	2
14	Goods Entertainment PO Box 1266 Weston, Connecticut 06883-1266 Phone : 800-867-9532 Url : www.goodsentertainment.com Email : agoodman@goodsentertainment.com Adam Goodman	Y	0

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15	Houston Minority Business Devt Center 4801 Woodway, Suite 210 Houston, Texas 77056 Phone : 713-644-0821 Email : mbda@hccs.edu Christopher Bilton	N	0
16	Indeed.com	N	3
17	International College of Broadcasting 6 S Smithville Rd Dayton, Ohio 45431 Email : icbsm@icb.edu Fax : 1-937-258-8714 Kenny Pyles	N	0
18	Julia C. Hester House, Inc. 2020 Solo Street Houston, Texas 77020 Phone : 713-672-2573 Email : itapner@jchesterhouse.org Martha Bravo	N	0
19	Kilgore College 1100 Broadway Kilgore, Texas 75458 Phone : 903-983-8678 ext 67 Url : www.kilgore.edu Fax : 1-903-988-7543 Bob Carmack	Y	0
20	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
21	Lubbock Christian University 5601 W 19th Lubbock, Texas 79407 Phone : 806-720-7387 Email : rose.johnson@lcu.edu Fax : 1-806-720-7295 Rose Johnson	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
23	Northeast Texas Community College PO Box 1307 Mt. Pleasant, Texas 75456-1307 Phone : 903-572-1911 EXT 459 Fax : 1-903-572-6712 Career Opportunity	N	0
24	OCA Asian Pacific American Advocates 900 19th St. NW 6th Floor Washington, District of Columbia 20006 Phone : 202-296-0540 Email : kent.tong@ocanational.org Kent Tong	N	0
25	OnAirJobs.Com, Inc. P.O. Box 541157 Houston, Texas 77254 Phone : NA Url : www.onairjobs.com/employers/ Email : todd@onairjobs.com Fax : (801) 697-6657 Todd Nelson	N	0
26	Radio Recruitment Ad	N	2
27	Radio-online.com 3500 Tripp Ave Amarillo, Texas 79121 Phone : 8063527503 Url : radio-online.com Fax : 1-806-352-3677 Ron Chase	N	0
28	South Plains College/Reese Center 528 Gilbert Lubbock, Texas 79416 Phone : 806-885-3048 Email : kbarker@southplainscollege.edu Kristi Barker	N	0

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29	St. Mary's University of San Antonio One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Email : strivecareer@stmarytx.edu Fax : 1-210-431-2231 Roger Young	N	0
30	Texarkana College 2500 N Robison Road Texarkana, Texas 75599 Phone : 903-838-4541 Email : shawna.watkins@texarkanacollege.edu Shawna Watkins	N	0
31	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford	N	0
32	Texas A&M University - Commerce PO Box 3011 Commerce, Texas 75429 Phone : 903-468-3212 Email : hirealion@tamuc.edu Bethany Ferrall	Y	0
33	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : jobs@tab.org Fax : 1-512-322-0522 Anna Romero	N	0
34	Texas Christian University TCU Box 297300 Ft. Worth, Texas 76129 Phone : 817.257.7860 Email : careerservices@tcu.edu Fax : 1-817-257-5573 Cheri Massey	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-512-463-9560 Gloria Hackney	N	0
36	Texas State University 601 Univeristy Drive San Marcos, Texas 78666 Phone : (512) 245-2652 Email : kjulian@txstate.edu Fax : 1-512-245-3993 Karen Julian	N	0
37	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Email : hr@txstate.edu Fax : 1-512-245-3993 Lisa Vallejo	N	0
38	Texas Tech University Career Center PO Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Email : careercenter@ttu.edu Fax : 1-806-742-3018 Tori Coleman	N	0
39	The Hispanic Chamber of Commerce 823 Congress Ave., Ste. 1330 Austin, Texas 78701 Phone : 512-476-7502 Fax : 512-476-6417 Claudia Olivares	N	0
40	The Ohio Center for Broadcasting 900 Sweet Valley Drive Valley View, Texas 44125 Phone : 216-447-9117 Email : hparr@beonair.com Fax : 1-216-642-9232 Heather Parr	N	0

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41	The Univeristy of Texas at San Antonio 6900 N. Loop, 1604 West San Antonio, Texas 78249 Phone : 210-458-4589 Email : regina.gomez@UTSA.edu Fax : 1-210-458-4117 Regina Gomez	N	0
42	University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Fax : 1-479-575-7790 Career Services	N	0
43	University of North Texas PO BOx 310589 Denton, Texas 76203 Phone : 940-565-2537 Email : rtfv@unt.edu Fax : 1-940-369-7838 Alan Albarran	N	0
44	University of Texas at San Antonio 6900 N. Loop, 1604 West San Antonio, Texas 78249 Phone : 210-691-4108 Email : cristina.sanchez@utsa.edu Cristina Sanchez	N	0
45	University of Texas at Tyler 3900 University Blvd. Tyler, Texas 75701 Phone : 903-566-7000 Fax : 1-903-566-7419 Director of	N	0
46	University of Texas Rio Grande Valley 1 University Dr. Brownsville, Texas 78520 Phone : 956-882-6552 Email : mario.torres@utrgv.edu Mario Torres	N	0

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47	University of Texas- El Paso Cotton Memorial Bldg. #202 El Paso, Texas 79968 Phone : 915-747-6286 (5219) Email : Careers@utep.edu Fax : 1-915-747-5730 Director of	N	0
48	University of the Incarnate Word 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Email : jewilso1@uiwtx.edu Fax : 1-210-829-6094 Jessica Wilson	N	0
49	Unknown Referral Source	N	1
50	Urban League of Austin 1825 E. 38 1/2 Street Austin, Texas 78722 Phone : 512-478-7176 Email : d_ivoryfoster@aaul.org Fax : 1-512-478-1239 Domonica Ivory Foster	N	0
51	Wiley College 711 Wiley Avenue Marshall, Texas 75670 Phone : 903-923-2479 Email : ccooper@wileyc.edu Fax : 1-903-923-2460 Christine Cooper	N	0
52	Workforce Solutions Borderplex 1359 Lomaland El Paso, Texas 79935 Phone : 915-887-2600 Email : business@borderplexjobs.com Fax : 1-915-887-2586 Sergio Alfaro	N	0

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53	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			12

KIMP**EEO PUBLIC FILE REPORT****March 25, 2022 - March 24, 2023****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/13/2022	Establishment of an intern program designed to assist members of the community	East Texas Broadcasting participated in the SEAL program through the Texas Workforce Commission. The program was created to give students insight into the career path of their choice. We had Jeremiah Evans working a 30 hour work week for 6 weeks as an intern in our Mt. Pleasant, Tx office. Jeremiah was interested in the broadcasting field and it was a way to introduce young people in our community to our broadcasting industry. Jeremiah helped in all areas from administrative office work to advertising programming on the computer. He also learned about our radio studios and how announcers work on the air and how ads are programmed in the studio.	6	Business Manager Traffic Director Morning Show Host Admin Assistant
2	6/20/2022	Establishment of an intern program designed to assist members of the community	East Texas Broadcasting participated in the SEAL program through the Texas Workforce Commission. The program was created to give students insight into the career path of their choice. We had Keziah Sims working a 30 hour work week for 6 weeks as an intern in our Sulphur Springs Tx office. Keziah was interested in the broadcasting field and it was a way to introduce young people in our community to our broadcasting industry. Keziah helped in all areas from administrative office work to advertising programming on the computer. She also learned about our radio studios and how announcers work on the air and how ads are programmed in the studio.	3	News Director Programmer Morning Show Host
3	10/28/2022	Participation in Job Fairs	Attended Hopkins County Civic Center LEAP Youth Expo on October 28, 2022 from 9:00am - 12:00pm. The event was for area 8th grade students to provide career information for them to spark interest in various career fields and give them information so they can make decisions on classes to take to further their career goals.	2	News Director Morning Show Host

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4	1/19/2023	Participation in Job Fairs	Participated in the 1st Annual Camp County Job Fair held in Pittsburg Texas. We attended the event held from 11am - 3pm. We set up our table and gave out brochures detailing our radio stations and the career opportunities available. We passed out candy and items such as note pads, pens and bumper stickers. The Business Manager/HR Manager attended and spoke to candidates about our Radio Account Executive job opening and gave out flyers detailing the position and requirements for the candidate. We accepted applications (did not receive any) and directed people to apply directly on our website or by sending a resume to our HR Manager by email.	1	Business Manager