

KBTT (FM), KDKS (FM), KOKA (AM), KLKL (FM), KTAL (FM)
EEO PUBLIC FILE REPORT
February 1, 2023-January 31, 2024

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
Board Operator	1-4	2
Board Operator	1-4	2
Account Executive	1-4	2
Board Operator	1-4	3
On Air Talent/Board Operator	1-4	2
Board Operator	1-4	2

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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	On-Air Radio Announcements	N	0
2	Alpha Careers page	N	9
3	Indeed www.indeed.com	N	2
4	Spring Job & Career Fair	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			11

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Co-Sponsored Job Fair	On February 23, 2023, our SEU partnered with The Bossier Chamber of Commerce to host the 2023 Spring Veterans and Spouse Job & Resource Fair at The Bossier Civic Center in Bossier City. Our Sales Manager and Administrative Assistant occupied the Alpha Media booth and spoke with attendees about career opportunities in broadcasting and job openings within the SEU. This event was promoted on all SEU stations and websites as well as on social media outlets
2	Participate in Event/Program Sponsored by or on behalf of an Educational Institution Relating to Broadcast Careers	On March 2, 2023 our SEU;s KOKA Content Director participated in a school event at Cherokee Park Elementary School. The Content Director was invited to read to the students, as well as answered questions about working in the radio broadcasting industry.
3	Participate in Event/Program Sponsored by or on behalf of an Educational Institution Relating to Broadcast Careers	On May 6, 2023, our SEU's KOKA Content Director participated in the Midway Elementary School Career Day. Students were encouraged to dress up in the occupation they desired to work in. The Program Director spoke to students about the job opportunities and job duties in radio broadcasting.
4	Participate in Event/Program Sponsored by or on behalf of a community organization to Broadcast Careers	On September 14, 2023, our SEU's KOKA Content Director spoke with students at the Shreveport Job Corps. The Content Director spoke to the students about the radio broadcasting industry.

5	Management-Level Training Regarding Equal Employment Opportunity Rules and Regulations	Our General Manager, Business Manager and Administrative Assistant attended a webinar on the EEO Rules and Regulations provided by Wiley Rein on September 15, 2023.
6	Co-Sponsored Job Fair	On October 18, 2023 we partnered with Goodwill Industries of North Louisiana to host the Fall Disabilities Job Fair at the local Goodwill facility. The Administrative Assistant occupied the Alpha Media booth and spoke with attendees about career opportunities in broadcasting and job openings within the SEU. This event was promoted on all SEU stations and websites as well as on social media outlets