## EEO PUBLIC FILE REPORT

Dates: April 1, 2020 to March 31, 2021

Station Employment Unit						
Call Sign	Fac. Id.	Community of License	Call Sign	Fac. Id	Community of License	
KVNE	18758	Tyler, Texas	KGLY	18757	Tyler, Texas	
KZXM	170966	Bullard, Texas	KFRO	14755	Gilmer, Texas	
KMPA	8491	Pittsburg, Texas	KLJT	57204	Jacksonville, Texas	

Recruitment Sources					
Source	Contact	Address	Phone		
Tyler Morning	Want Ad	410 W. Erwin St. Tyler,	903.592.3818		
Telegraph	Department	TX 75710			
KVNE website	Troy Kriechbaum	www.kvne.com	n/a		
KGLY website	Troy Krieckbaum	www.kgly.com	n/a		
HisAir.Net	Ted Kelly	Hisair.net	225.744.3524		
Christian Music	Michelle	cmbonline.org	402.618.9231		
Broadcasters	Younkman				
KVNE/KGLY	Jennifer Bailey	7695 Old Jacksonville Hwy Tyler TX	903.508.6888		
Facebook		75703			
NRB	NRB Classified				
	website				
United Way Smith	USSmithCounty.org				
County					
Staff & Board Referral	Troy Kriechbaum	7695 Old Jacksonville Hwy Tyler TX 75703	903.508.6888		

Vacancies Filled During Period					
		Source	Interviewee(s)	Hiree	
Position Filled:	Date Filled:	Staff/Board member referral	1	1	
Operations	1/8/2020	Tyler Morning Telegraph	1		
Specialist (Bi-		KVNE.COM	1		
lingual)		HisAir.net	0		
		CMB Online	0		
		Facebook	0		
		USSmithCounty.org (United Way)	0		
		NRB	0		
			Total: 3		

Vacancies Filled During Period					
		Source	Interviewee(s)	Hiree	
Position Filled:	Date Filled:	Staff/Board member referral	3	1	
Donor Relations	1/13/2020	KVNE.com	1		
Manager		HisAir.net	0		
		CMBOnline.org	0		
		Tyler Morning Telegraph	2		
		UWSmithCounty.org	0		

		NRB	0	
			Total: 6	
		Vacancies Filled During Period		
		Source	Interviewee(s)	Hiree
Position Filled:	Date Filled:	Staff/Board member referral	1	1
Production Asst and	720/2020	KVNE.com	0	
On-Air Host (Bi-		HisAir.net	0	
lingual)		CMBOnline.org	0	
		Tyler Morning Telegraph	0	
		UWSmithCounty.org	0	
		NRB	0	
			Total: 1	
		Vacancies Filled During Period		
		Source	Interviewee(s)	Hiree
Position Filled:	Date Filled:	Staff/Board member referral	2	1
Director of	8/3/2020	KVNE.com	1	
Marketing and		HisAir.net	0	
Community		CMBOnline.org	1	
Outreach		Tyler Morning Telegraph	1	
		UWSmithCounty.org	0	
		UT Tyler	0	
			Total: 5	

Vacancies Filled During Period					
		Source	Interviewee(s)	Hiree	
Position Filled: On-	Date Filled:	Staff/Board member referral	2		
Air Afternoon Host	11/16/2020	KVNE.com	1	1	
		HisAir.net	2		
		CMBOnline.org	0		
		Tyler Morning Telegraph	0		
		UWSmithCounty.org	0		
		UT Tyler	0		
			Total: 5		