

EEO PUBLIC FILE REPORT

Dates: April 1, 2023 to March 31, 2024

| 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 |
| KZWL | 170966 | Bullard, Texas | KWLL | 14755 | Gilmer, Texas |
| KHFZ | 8491 | Pittsburg, Texas | KLFZ | 57204 | Jacksonville, Texas |
| KGFZ | 164167 | Burke, TX | KVFZ | 9681 | Benton, Louisiana |
| KNFZ | 65704 | Bosque Farms, New Mexico | | | |

| Recruitment Sources | | | |
|---------------------------------|------------------------|--|--------------|
| Source | Contact | Address | Phone |
| Indeed.com | | | |
| HisAir.Net | Ted Kelly | Hisair.net | 225.744.3524 |
| Christian Music Broadcasters | Michelle Younkman | cmbonline.org | 402.618.9231 |
| NRB | NRB Classified website | | |
| Staff & Board Referral | Troy Kriechbaum | 7695 Old Jacksonville Hwy., Tyler, TX 75703 | 903.508.6888 |
| EncouragementMediaGroup Website | TroyKriechbaum | www.EncouragementMediaGroup.com | n/a |
| | | | |
| | | | |

| Vacancies Filled During Period | | | | |
|---|----------------------------|-----------------------------|----------------|-------|
| | | Source | Interviewee(s) | Hiree |
| Position Filled: Assistant Dir of Community Outreach and On- Air Host | Date Filled: 06/26/2023 | Staff/Board member referral | 1 | 1 |
| | | EncouragementMediaGroup.com | 1 | |
| | | HisAir.net | 0 | |
| | | CMB Online | 0 | |
| | | Facebook | 0 | |
| | | NRB | 0 | |
| | | Indeed.com | 2 | |
| | | | | |
| | | Total: 18 | 1 | |

| Vacancies Filled During Period | | | | |
|--|----------------------------|-----------------------------|-----------------|----------|
| | | Source | Interviewee(s) | Hiree |
| Position Filled: Fuzion Program Director and Morning Show Co- Host | Date Filled: 07/24/2023 | | | |
| | | Staff/Board member referral | 1 | |
| | | EncouragementMediaGroup.com | 0 | |
| | | HisAir.net | 0 | |
| | | CMB Online | 0 | |
| | | Facebook | 0 | |
| | | NRB | 0 | |
| | | Indeed.com | 1 | 1 |
| | | | | |
| | | | | |
| | | | Total: 2 | 1 |