

KLLL-FM, KMMX(FM), KONE(FM), KBTE(FM)
EEO PUBLIC FILE REPORT
April 1, 2023-March 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 |
|---------------------------------|--|---------------------------|
| Account Executive | 2, 4-12, 18-20 | 6 |
| Integrated Marketing Specialist | 2, 4-12, 18-20 | 6, 10 |
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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 | Allaccess.com www.allaccess.com Career Services | No | 0 |
| 2 | Texas Workforce 101 E. 15 th St. Rm 651 Austin, TX 78778 www.workintexas.com Margaret Moten | No | 0 |
| 3 | South Plains College 1401 College Ave. Levelland, TX 79336 www.collegecentral.com/southplainscollege | No | 0 |
| 4 | Internal Posting 33 Briercroft Office Park Lubbock, TX 79412 Email: chelsey.smith@alphamediausa.com | No | 0 |
| 5 | Lubbock Christian University 5601 19 th Street Lubbock, TX 79407 www.lcu.edu/resources/career-services/job-listings | No | 0 |
| 6 | Indeed.com Career Services | No | 5 |
| 7 | Texas Tech PO Box 45006 Lubbock, TX 79409 www.ttu.12twenty.com/jobpostings# | No | 0 |
| 8 | Alpha Media Careers Website www.alphamediausa.com/careers | No | 0 |
| 9 | On-Air Announcements (<i>one or more SEU stations</i>) | No | 2 |
| 10 | Word-of-Mouth Referral | No | 4 |
| 11 | Job Fairs (<i>see Sec. III</i>) | No | 0 |
| 12 | Unknown (<i>unable to adequately identify upon SEU inquiry</i>) | No | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|---|--|---|
| 13 | Greater Dallas Asian American Chamber of Commerce 1402 N. Corinth St. Dallas, TX 75215 | No | 0 |
| 14 | Dallas Black Chamber of Commerce 2838 MLK Jr Blvd Dallas, TX 75215 | No | 0 |
| 15 | Texas Tech University PO Box 45006 Lubbock, TX 79336 | No | 0 |
| 16 | Wayland Baptist University 1900 W 7th Street Lubbock, TX 79072 | No | 0 |
| 17 | Station Facebook Posting (<i>one or more SEU stations</i>) | No | 0 |
| 18 | Ziprecruiter.com | No | 0 |
| 19 | Linked In www.linkedin.com | No | 0 |
| 20 | Simply Hired | No | 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 | Participated in Job Fair | On October 17, 2023, our SEU participated a job fair hosted by Workforce Solutions South Plains. SEU participants included our Content Director, Market Manager and Business Manager, who discussed careers in broadcast radio with interested attendees. |
| 2 | Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting | On October 31, 2023, our SEU participated a career day hosted by Plains ISD. SEU participants include our Business Manager, who discussed careers in broadcast radio with interested attendees. |
| 3 | Establish an internship program designed to assist members of the community to acquire skills needed for broadcast employment | Our internship program offers students the opportunity to sharpen their professional skills for a career in radio. This allows the student to receive credits and to get valuable experience in radio. During this reporting year, we had two interns from Texas Tech University. |
| 4 | Provide EEO Training to Management Level Personnel | In September 15, 2023, our SEU participated in a training on the FCC's EEO Rules and Regulations presented by Wiley Rein. SEU participants included our Market Manager and Business Manager. |