

KARX(FM), KPUR-FM, KPUR(AM), KQIZ-FM, KNSH(AM) and KZRK-FM¹
EEO PUBLIC FILE REPORT
April 1, 2013–March 31, 2014

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, 5-7, 10-17, 20, 22, 24-25, 27-30, 32-34, 39	39
Account Executive	1-3, 5-7, 10-17, 20, 22, 24-25, 27-30, 32-34, 38-39, 41, 44	41
Account Executive	1-3, 5-7, 10-17, 20, 22, 24-25, 27-30, 32-34, 38-39, 44	45

¹ The call sign of Station KZRK(AM), Canyon, TX (Fac. ID # 39591), changed to KNSH(AM) on December 31, 2013.

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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	NAACP - Amarillo Branch PO Box 2433 Amarillo, TX 79105 Floyd Anthony-President 806-352-9492 www.amarilloaACP.org	N	
2	Amarillo College, KACV-TV/FM PO Box 2091 Amarillo, TX 79178 Attn: Linda Pinter 806-371-5000	N	
3	Amarillo College, KACV-TV/FM PO Box 447 Amarillo, TX 79166 Attn: Dr. Paul Matney 806-371-5222	N	
4	Amarillo Globe-News 900 South Harrison Amarillo, TX 79101 Kim Martindale-Classified Sales www.amarillo.com	N	
5	SEU Job Fair(s)/Open House(s) <i>(see Section III)</i>	N	2
6	Amarillo Public Library, North Branch 1500 NE 24th Amarillo, TX 79107	N	
7	Amarillo Women's Network PO Box 1661 Amarillo, TX 79105	N	
8	Broadcast Employment Services PO Box 4116 Oceanside, CA 92052	N	
9	Canyon News 1500 5th Avenue Canyon, TX 79015 classifieds@canyonnews.com	N	
10	Clarendon College 132 West 2nd Clarendon, TX 79226	N	

RS Number	RS Information	Source Entitled to Vacancy Notification (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Eastern New Mexico University Placement Office 1500 S. Avenue K, Station 21 Portales, NM 88130 Attn: Elaine Ennis	N	
12	Frank Phillips College PO Box 5118 Borger, TX 79008-5118	N	
13	Greater Mt. Olive Baptist Church 1215 N. Hughes Amarillo, TX 79107 Nell Martin-Pastor	N	
14	Hispanic Chamber of Commerce 701 S. Taylor, Suite 110 Amarillo, TX 79101 806 379 8800 John Salazar-Executive Director	N	
15	Jenkins Chapel Baptist 1801 N. Hughes Amarillo, TX 79107	N	
16	League of United Latin American Citizens 2907 S. Ricks Amarillo TX 79103	N	
17	Los Barrios 1615 S. Roberts Amarillo, TX 79102 Attn: Stella Warden	N	
18	Los Vox Hispana-Newspaper PO Box 10194 Amarillo, TX 79106	N	
19	Medialine PO Box 51909 Pacific Grove, CA 93950 Attn: Mark Shilstone	N	
20	NAACP-National PO Box 25247 Raleigh, NC 27611	N	
21	National Association of Broadcasters 1771 N Street, NW Washington, DC 20036	N	
22	National Hispanic Media Coalition 2514 S. Grand Avenue Los Angeles, CA 90007	N	
23	National Association of Hispanic Journalists Job Bank Administrator 1000 National Press Building Washington, DC 20045	N	

RS Number	RS Information	Source Entitled to Vacancy Notification (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	New Hope Baptist Church 1304 NW 9th Avenue Amarillo, TX 79107	N	
25	Ohio Center for Broadcasting-Columbus 5330 East Main Street, Suite 200 Columbus, Ohio 43213 614-245-0555 Attn: Joe Kelly, notification by email only placement.columbus@beonair.com	N	
26	Texas Association of Broadcasters 502 E. 11th Street, Suite 200 Austin, TX 78701 Attn: Craig Bean	N	
27	Texas Employment Commission 1206 W. 7th Avenue Amarillo, TX 79106 Attn: Mike Ewing	N	
28	Texas Tech Communications Dept. PO Box 456 Lubbock, TX 79408 Attn: Angila Faison	N	
29	Texas Tech University Placement Office 2500 Broadway Lubbock, TX 79409	N	
30	Texas Workforce Commission 1206 W. 7th Avenue Amarillo TX 79105 Attn: Ray Flores www.twc.state.tx.us	N	
31	Univision Hispanic Television 1616 S. Kentucky, Building E, Suite 130 Amarillo, TX 79106	N	
32	Wesley Community Center 1615 S. Roberts Amarillo, TX 79102 Attn: Belinda Taylor	N	
33	West Texas A&M University KWTX-FM 91.1 Canyon, TX 79015	N	1
34	WTAMU Communications Dept. PO Box 747 Canyon, TX 79016 Attn: Lee Browning	N	
35	WTAMU Job Board 2501 4th Avenue Canyon, TX 79015 Attn: Kim Storey	N	
36	All Access Website www.allaccess.com	N	

RS Number	RS Information	Source Entitled to Vacancy Notification (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	YMCA, North Central Branch 1330 N. 8th Avenue Amarillo, TX 79107 Attn: Devoura Burks	N	
38	Cumulus Media Website www.cumulusradio.com	N	3
39	On-Air Announcements <i>(all SEU stations)</i>	N	8
40	Station Website Postings <i>(one or more SEU stations)</i>	N	
41	Walk-In/Self-Referral	N	8
42	Internal Posting	N	
43	Word-of-Mouth Referral	N	
44	Indeed Website www.indeed.com	N	1
45	Former Employee <i>(re-hire)</i>	N	1
TOTAL NUMBER OF INTERVIEWEES OVER REPORTING PERIOD			24

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On April 2, 2013, our SEU participated in and served as a media sponsor of a job fair hosted by the Texas Workforce Commission at the Amarillo Civic Center. Our SEU purchased a booth which was staffed by SEU representatives who spoke with job seekers about career opportunities in broadcasting and job openings within the SEU. SEU participants included our Market Manager and four of our Account Executives. Our SEU donated Public Service Announcements preceding and during this event.
2	Participate in Job Fair	On October 8, 2013, our SEU participated in and served as a media sponsor of a job fair hosted by the Texas Workforce Commission at the Amarillo Civic Center. Our SEU purchased a booth which was staffed by SEU representatives who spoke with job seekers about career opportunities in broadcasting and job openings within the SEU. SEU participants included our Market Manager and four of our Account Executives. Our SEU donated Public Service Announcements preceding and during this event.
3	Host Open House	On October 9, 2013, our SEU hosted an open house at our studios in Amarillo to recruit Account Executives. This event was promoted on all SEU stations. Our Market Manager greeted attendees, gave them a tour of the facilities and talked with them about the job responsibilities of an Account Executive. Job seekers were encouraged to fill out an employment application and some were interviewed before they left the event.
4	Participate in Job Fair	On November 8, 2013, our SEU participated in a job fair hosted by Amarillo College at the Carter Fitness Center located on campus. Our SEU purchased a booth which was occupied by SEU representatives who spoke with attendees about career opportunities in broadcasting and job openings within the SEU. SEU participants included our Market Manager and two of our Account Executives.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Internship Program	<p>Our SEU hosts an on-going internship program. Our Program Directors communicate with Amarillo College, West Texas A&M, and other schools on a regular basis in search of interested students. During this reporting period, our SEU hosted two (2) student interns from Amarillo College. They were supervised by one of our Program Directors and assisted with the production of commercials, station imaging, operation of the board and on-location set-up and tear-down.</p>