

Annual EEO Public File Report

- 1. **Station Employment Unit:** **KKDA-FM/KRNB-FM**
(Station or group of commonly owned stations in the same market that share at least one employee)
- 2. **Annual Reporting Period:** **April 1, 2023 – March 31, 2024**
- 3. Chart for **each full-time** job vacancy that was **filled during** relevant Annual Reporting Period:

Job Title	Date of Hire	Hired Person Referred By Which Recruitment Source?	Total Number of Interviewees for Position	Referral Sources of Interviewees (and Number of Interviewees By Source)
1. DeDe In the Morning Content and Show Producer	1.8.24	Industry Referral	6	Industry Referral: 3 In House Posting: 1 All Access: 1 Ramp: 1
Total Number of Interviews for Position(s):			6	

Recruitment Source No. 1: Inside Radio

Contact: Gene McKay

Address: PO Box 567925, Atlanta, GA 31156

Telephone: 800-640-8852

E-mail Address: ads@insideradio.com

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source No. 2: Dallas Hispanic Chamber of Commerce

Contact: Sergio Ortiz

Address: 4622 Maple Avenue, Suite 207, Dallas, TX 75219

Telephone: 214.521.6007

E-mail Address sortiz@gdhcc.com

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above: 1

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source No. 3: Service Broadcasting

Contact: In-House Posting

Address: 2221 East Lamar Blvd, Ste 400, Arlington, Tx. 76006

Telephone: 972-263-9911

E-mail Address: debbie.henry@k104fm.com

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above: 1

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 2

Candidates were referred by this recruitment source.

Recruitment Source No 4: Dallas Black Chamber of Commerce

Contact: none

Address: 2828 MLK Jr Blvd, Dallas, TX 75215

Telephone: 214.421.5200

E-mail Address info@dbcc.org

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above: 1

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source: No. 5: TAB

Contact: Anna Romero

Address: Austin, Texas

Telephone: 512-322-9944

E-mail: jobs@tab.org (anna.romero@tab.org)

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source: No. 6: Indeed.Com

Contact: On-Line

Address: Austin, Texas

E-mail: On-Line

Is this source an organization which has requested notification of job openings? N This source was notified of the following full-time job vacancies listed above: 1

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source: No.7: Urban Inter-Tribal Center of Texas

Contact: Sunny Voice

Address: 1283 Record Crossing Rd, Dallas, TX 75235

Telephone: 214-941-1050, ext. 201

E-mail: sunny.voice@uitct.com

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above: 1

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0
Candidates were referred by this recruitment source.

Recruitment Source: No. 8: Ft Worth Metropolitan Black Chamber of Commerce

Contact: Barbara Bolden

Address: 1150 South Freeway, Ft Worth, TX. 75083

Telephone: 817-871-6538

E-mail: bbolden@fwmbcc.org

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above: 1

Of the total number of Interviews conducted to fill the full-time job vacancies listed above, 0
Candidates were referred by this recruitment source.

Recruitment Source: No. 9: American Broadcasting School

Contact: Michelle McConnell

Address: 4511 SE 29th, Oklahoma, OK 73155

Telephone: 817-695-2474

E-mail: michelle@radioschool.com

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above: 1

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0
Candidates were referred by this recruitment source.

Recruitment Source: No. 10: North Texas Job Corps

Contact: Terry Shaw

Address: 1140 Empire Central Suite 234, Dallas, Texas

Telephone: 214-824-3030

E-mail: shaw.terry@jobcorps.org

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above: 1

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0
Candidates were referred by this recruitment source.

Recruitment Source: No. 11: Workin Texas

Contact: Callie Patterson

Address: 2707 N Stemmons Fwy., #140, Dallas, Texas 75204

Telephone: 214-424-3383

E-mail: callie.peterson@rescue.com

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above: 1

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0
Candidates were referred by this recruitment source.

Recruitment Source: No. 12: Grambling State University

Contact: Stella Fobbs

Address: 403 main St, Grambling, LA 71245

Telephone: 318-274-2346

E-mail: fobbsshe@gram.edu

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above: 1

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0
Candidates were referred by this recruitment source.

Recruitment Source: No. 13: K104-FM Website

This source was notified of the following full-time job vacancies listed above: 1

Of the total number of interviews conducted to fill the full-time job vacancies listed above: 0
Candidates were referred by this recruitment source.

Recruitment Source: No. 14: KRNB-FM Website

This source was notified of the following full-time job vacancies listed above: 1

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0
Candidates were referred by this recruitment source.

Recruitment Source: No. 15: AllAccess.com

Contact: sweaver@allaccess.com

Address: On-line

Telephone: On-line

E-mail: On-line

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above: 1

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 1
Candidates were referred by this recruitment source

Recruitment Source: No. 16: Ramp247.com

Contact: Kevin Carter

Address: On-line

Telephone: On-line

E-mail: kevin@ramp247.com

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above: 1

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 1
Candidates were referred by this recruitment source.

Recruitment Source: No.17: Employee Referral

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0 Candidates were referred by this recruitment source.

Recruitment Source: No.18: Industry Referral

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 3 Candidates were referred by this recruitment source.

Recruitment Source: No. 19: Walk-in

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0 Candidates were referred by this recruitment source.

Recruitment Source: No. 20: In House Posting

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 1 Candidates were referred by this recruitment source.

OUTREACH INITIATIVES DURING REPORTING PERIOD

Mentoring Programs we participated in:

April 21, 2023

Senior Day Out

DeSoto High School

DeSoto, TX

Contact Person: Frances Davis

Street Team attended

April 24, 2023

Starr Pep Rally

Crowley Middle School

Crowley, TX

Contact Person: Frances Davis

Street Team attended

May 5, 2023

Starr Pep Rally

James Coble Middle School

Contact Person: Frances Davis

Street Team attended

May 11, 2023

Freshman Celebration
Lancaster High School
Lancaster, TX

Contact Person: Ossie Boddie
Street Team attended

May 17, 2023

Decision Day with JJ Williams
Dubiski Career High School
Grand Prairie, TX

Contact Person: JJ Williams
Street Team and JJ Williams attended

May 19, 2023

Field Day
Life School
Cedar Hill, TX

Contact Person: Ossie Boddie
Street Team attended

June 24, 2023

Ty Nsekhe 5th Annual Football Youth Camp

Bowie High School

Arlington, TX

Contact Person: Ron Murray

Street Team and Flipp attended

Oct 11, 2023

Pep Rally

Kimball High School

Dallas, TX

Contact Person: Frances Davis

Street Team attended

Oct 20, 2023

Pink Out Rally

Benbrook Middle High School

Benbrook, TX

Contact Person: Frances Davis

Street Team attended

Feb 13, 2024

Senior Night

Skyline High School

Dallas, TX

Contact Person: Frances Davis

Street Team attended

Feb 29, 2024

Pep Rally

Nimitz High School

Irving, TX

Contact Person: Frances Davis

Street Team attended

Jan 21, 2024

DeSoto Championship Parade and Pep Rally

DeSoto High School

DeSoto, TX

Contact Person: Frances Davis

Street Team attended

Community Service Programs We Participated In:

April 4, 2023

Easter Day Giveaway

Honey Bakes Ham Store

Contact Person: 1800 Truckwreck

Street Team attended to distribute free hams to community

April 8, 2023

Concord Church Easter Fun Day

Concord Church

Contact Person: Frances Davis

Street Team attended to giveaway Easter Baskets to the needy

June 17, 2023

Juneteenth Festiville

City of Ducanville

Contact Person: Frances Davis

Street Team attended to promote the celebration of Juneteenth.

Aug 4, 2023

Dallas Mayor Back To School

Fair Park

Contact Person: Frances Davis

Street Team attended to distribute school supplies to the needy

Aug 5, 2023

Kid Carriage @nd Annual Backpacks and Haircuts Event

Boo Rays

Contact Person: Ossie Boddie

Street Team attended to distribute school supplies to Students and promote fee haircuts

Aug 26, 2023

Dallas Police- Unity in the Church

Singing Hills Recreaton Center

Contact Person: Ossie Boddie

Street Team attended to promote summer safety in Dallas and surrounding cities

Sept 8, 2023

Fade Out Diabetes

Fielder Church

Contact Person: Frances Davis

Street Team attended to help bring awareness of diabetes to the community

Oct 7, 2023

Sister To Sister Fitness Festival

Cedar Hill Recreation Center

Contact Person: Sylvia Hines

Street Team attended to help bring awareness of good health to the community

Nov 17, 2023

Turkey Giveaway

Fiesta Mart

Contact Person 1800 Truckwreck

All Talent and Street Team attended to help give away turkeys to the needy

Nov 21, 2023

Turkey Giveaway

Fiesta Mart

Contact Person Steve Harvey

All Talent and Street Team attended to help give away turkeys to the needy

Jan 20, 2024

MLK Parade

MLK Center

Contact Frances Davis

On-Air Talent and Street Team attended to help promote unity within the city

Feb 10, 2024

Valentines Ball Park

Wood Recreation Center

Contact Frances Davis

Street Team attended to encourage juveniles to stay in school and make better choices

Feb 23, 2024

Black Heritage Festival

Bryan Adams High School

Contact Frances Davis

Street Team attended to help celebrate Black History Month

Training Management Personnel:

Service Broadcast provides one-on-one training for EEO procedures for new Managers. This is an ongoing training provided by the station Human Resource Manager/EEO Officer.

Career Day Activities:

Service Broadcasting employees attended various Career Day programs to discuss their roles at the radio station and how others can get in the industry:

May 9, 2023

Boude Story Middle School
Boude, TX
Career Fair

May 9, 2023

Lancaster High Scholl Career Day Expo
Lancaster, TX
Career Fair

June 16, 2023

Wilmer Hitchins Elementary School
Wilmer Hutchins, TX
Career Fair

January 3, 2024

Boude Story Middle School
Boude, TX
Career Fair

February 13, 2024

Cedar Hill High School

Cedar Hill, TX

Career Day

February 15, 2024

Nancy Neal Elementary School

Mansfield, TX

Career Day

February 29, 2024

Tarrant County College

Ft. Worth, TX

Career Fair

March 8, 2024

Peachtree Elementary Career Exploration Day

Arlington, TX

Career Fair

March 31, 2024

Bill J Elliott Career Day

Ft Worth, TX

Career Fair

Job Fairs Attended and/or Co-Sponsored by Service Broadcasting:

April 22, 2023

AISD Teacher Job Fair

Service Broadcasting co-sponsored this event with PSA advertising and posts on KRNB-FM & K104-FM websites.

Aug 3, 2023

DISD Teacher Job Fair

Service Broadcasting co-sponsored this event with PSA advertising spots and posts on KRNB-FM & K104-FM websites.

Oct 28, 2023

49th Annual Harambee Job Fair Festival

Service Broadcasting co-sponsored this event with PSA advertising spots and posts on KRNB-FM & K104-FM websites and attended the event to promote.

March 28, 2024

Garland Job Fair

Service Broadcasting co-sponsored this event with PSA advertising spots and posts on KRNB-FM & K104-FM websites.

Other Outreach Initiatives:

Service Broadcast provides training for management level personnel in methods for preventing discrimination. This training is provided by the stations' Human Resource Manager/EEO Officer.

Service Broadcasting has an ongoing training policy to mentor active employees in order to prepare them for future job opportunities within the company.