

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, 2022 – March 31, 2023**

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. On-Air Talent	11.19.22	Employee Referral	9	Industry Referral: 3 Employee Referral: 4 In House Posting: 2
Total Number of Interviews for Position(s):			9	

4. **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: Brookhaven College

Contact: Adam Clawson

Address: 3939 Valley View Lane, Farmers Branch, TX. 75244

Telephone: contact by e-mail

E-mail Address: bhc.jobs@dccd.edu

Is this 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: Texas Rehabilitation Commission

Contact: Gena Swett

Address: 210 Billings #310, Arlington, TX. 76010

Telephone: 972-949-2400

E-mail Address: gena.swett@twc.state.tx.us

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 6: 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.7: Dallas County Community College District of Colleges

Contact: Sam Katz

Address: 12800 Abrams Road, Dallas, TX. 75243

Telephone: 972.761.6717

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. 8: 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. 9: 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. 10: El Centro College

Contact: Alexandria Gurley

Address: 801 Main Street, Dallas, TX. 75202

Telephone: 214-860-2066

E-mail: eccjobs@dcccd.edu (alexandria.gurley@dcccd.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. 11: 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. 12: 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. 13: 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. 14: Northlake College

Contact: none

Address: McArthur Blvd., Irving, TX

Telephone: n/a

E-mail: employerresourcecenter@dccd.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. 15: 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:

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. 16: 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. 17: 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. 18: 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. 19: 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.20: Employee Referral

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 4
Candidates were referred by this recruitment source.

Recruitment Source: No.21: 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. 22: 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.

OUTREACH INITIATIVES DURING REPORTING PERIOD

Mentoring Programs we participated in:

April 9, 2022

Jump Student Pep Rally

Up Lift Foundation

Dallas, TX

Contact Person: Frances Davis

Cat Daddy and Lady Jade attended

April 28, 2022

Starr Test Pep Rally

Earl Dade Middle School

Dallas, TX

Contact Person: Frances Davis

Cat Daddy and Ron Murray attended

May 20, 2022

Junior Girls Power Puff Game

Bowie High School

Arlington, TX

Contact Person: Samia Winfield

Chuck Tucker and Heaven Conner attended

June 25, 2022

Ty Nsekhe 5th Annual Football Youth Camp

Bowie High School

Arlington, TX

Contact Person: Ron Murray

Cat Daddy and Flipp attended

July 14, 2022

Kimball Knights Youth Football Camp

Kimball High School

Dallas, TX

Contact Person: Frances Davis

Ron Murray attended

Aug 13, 2022

Cedar Valley College Party

Dallas College

Lancaster, TX

Contact Person: LaShondra Walpool

Heaven Conner and Clayton Vaughn attended

Aug 26, 2022

Pinkston Pep Rally

Pinkston High School

Dallas, TX

Contact Person: Johnitta Williams

Lil Dee, Azia Adams and Clayton Vaughn attended

Sept 3, 2022

I-20 Classic

Duncanville High School

Duncanville , TX

Contact Person: Janeen Griffin

Cat Daddy and Street Team attended

Dec 14, 2022

Celebration of Seniors

Timberview High School

Arlington , TX

Contact Person: Frances Davis

Cat Daddy and Street Team attended

Dec 14, 2022

Celebration of Seniors

Timberview High School

Arlington , TX

Contact Person: Frances Davis

Cat Daddy and Street Team attended

Jan 21, 2023

Desoto Championship Parade and Pep Rally

DeSoto High School

DeSoto, TX

Contact Person: Silent Partner

Kruz and Street Team attended

Feb 10, 2023

Dunbar Pep Rally

Dunbar High School

Ft Worth, TX

Contact Person: Vernetta Kincaid

Street Team attended

Feb 28, 2023

Nimitz Black History Pep Rally

Numitz High School

Irving, TX

Contact Person: Heaven Conner

Cat Daddy, DJ Slim and Street Team attended

Mar 22, 2023

Snapchat Kickback

K104 Studio

Arlington, TX

Contact Person: Frances Davis

Cat Daddy attended

Community Service Programs We Participated In:

April 9, 2022

Easter Day Giveaway

Honey Bakes Ham Store

Contact Person: 1800 Truckwreck

Street Team attended to distribute free hams to community

April 30, 2022

Southwest Expo

City of Dallas Library

Contact Person: Marc Runnels

Cat Daddy and Street Team attended to promote the “best’ **April 9, 2022**

Street Team attended to distribute free hams to community in town

June 19, 2022

Juneteenth at Granscape

Grandscape

Contact Person: Christine Perrin

Lady Jade and Street Team attended to promote the celebration of Juneteenth.

Aug 5, 2022

Dallas Mayor Back To School

Fair Park

Contact Person: Frances Davis

Street Team attended to distribute school supplies to the needy

Aug 6, 2022

Ron Murray's Back To School Give Away

Pinkston High School

Contact Person: Ron Murray

Street Team attended to distribute school supplies to Students

Aug 27, 2022

City of Dallas Summer of Safety Celebration

UNT Dallas Campus

Contact Person: Mayor Johnson

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

Sept 16, 2022

Celebrity Golf Tournament

Golf Club of Dallas

Contact Person: Rodney Baker

Street Team attended to help solicit donations for the needy

Oct 1, 2022

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

Oct 1, 2022

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 18, 2022

Turkey Giveaway

Fiesta Mart

Contact Person 1800 Truckwreck

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

Dec 15, 2022

Single Moms Shopping Spree

Fair Park

Contact Frances Davis

Street Team attended to help distribute free gifts to single women for Christmas

Jan 7, 2023

Student Success- Community Health Fair

Elsie Robertson Stem School

Contact Silent Partner

Street Team attended to promote living healthy in the community

Jan 16, 2023

MLK Parade

MLK Center

Contact Frances Davis

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

Feb 10, 2023

Dallas Juvenile Center

Juvenile Holding Center

Contact Frances Davis

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

Mar 30, 2023

Dade Middle School Pep Rally

Billy E Dade Middle School

Contact Frances Davis

Street Team attended to encourage Students to stay in school and make good college choices

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:

Nov 22, 2022

UTA Radio Class

Dallas, TX

Contact: Lance Liguez

Feb 17, 2023

Nancy Neal Elementary School

Mansfield, TX

Contact: Cambre Bedford

Mar 3, 2023

Wilmer Hutchins High School

Dallas, TX

Contact: Alicia Bailey

Mar 24, 2023

Thornton Elementary School

Dallas, TX

Contact: Jamika Jefferson

Mar 30, 2023

Billy J Elliott Elementary School

Forth Worth, TX

Contact: Ms. Favors

Mar 31, 2023

High Point Elementary School

Cedar Hill, TX

Contact: Dwight Perry

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

July 14, 2022

The Greater Dallas Career Fair

Richardson TX

Service Broadcasting co-sponsored this event with PSA advertising and on-site promotion.

Oct 20, 2022

North Dallas Career Fair

Richardson TX

Service Broadcasting co-sponsored this event with PSA advertising and on-site promotion.

Jan 11, 2023

MLK Celebration Job Fair

Dallas TX

Service Broadcasting co-sponsored this event with PSA advertising and on-site promotion.

Jan 31, 2023

Arlington ISD Job Fair

Arlington TX

Service Broadcasting co-sponsored this event with PSA advertising and on-site promotion.

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.