

Annual EEO Public File Report

A. **Station Employment Unit:** **KKDA-FM/KRNB-FM**

(Station or group of commonly owned stations in the same market that share at least one employee)

B. **Annual Reporting Period:** **April 1, 2021 – March 31, 2022**

C. **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	4.1.21	Employee Referral	6	All Access 3 Emp. Referral 1 Industry Referral 2
2. Account Executive	11.1.21	Industry Referral	5	Indeed.Com 2 Industry Referral 2 Emp. Referral 1
3. On- Air Talent	12.15.21	Employee Referral	5	All Access 2 Emp. Referral 2 Industry Referral 1
Total Number of Interviewees for Positions			16	

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: 0

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: **1,2,3**

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: **1,2,3**

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. 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: **1,2,3**

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: **1,2,3**

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: Charda Greene

Address: 2828 MLK Jr Blvd, Dallas, TX 75215

Telephone: 214.421.5200

E-mail Address: cgreene@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: **2**

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: 0

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: 0

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: **1,2,3**

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.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: **1,2,3**

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: Cannan Johnson

Address: 1283 Record Crossing Rd, Dallas, TX 75235

Telephone: 214-941-1050, ext. 208

E-mail: cannan.johnson@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: **0**

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: **1,2,3**

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: **1,2,3**

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: Crystal Larthridge

Address: McArthur Blvd., Irving, TX

Telephone: n/a

E-mail: clarthridge@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: **1,2,3**

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: 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: **1,2,3**

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: 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: **1,2,3**

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: 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: **1,3**

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 5
Candidates were referred by this recruitment source.

Recruitment Source: No. 18: Media.info

Contact: news@media,info

Address: On-line

Telephone: On-line

E-mail: kevin@radiofacts.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: **1,3**

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: RadioFacts.com

Contact: Kevin Ross

Address: On-line

Telephone: On-line

E-mail: kevin@radiofacts.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: **1,3**

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: TheMorningMouth.com

Contact: Don Anthony

Address: On-line

Telephone: On-line

E-mail: themouth@tds.net

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: **1,3**

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. 21: RadioInk.com

Contact: Ed Ryan

Address; On-line

Telephone: On-line

E-mail: edtheeditor@gmail.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: **1,3**

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. 22: RadioInsight.com

Contact: Lance Venta

Address: On-line

Telephone: On-line

E-mail: news@radioinsight.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: **1,3**

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. 23: RadioToday.com

Contact: News Room

Address: On-line

Telephone: On-line

E-mail: newsroom@take2media.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: **1,3**

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. 24: RadioWorld.com

Contact: News Room

Address: On-line

Telephone: On-line

E-mail: radioworld@futurenet.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: **1,3**

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. 25: 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: **1,3**

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. 26: The UrbanBuzz.com

Contact: Kevin Fleming

Address: On-line

Telephone: On-line

E-mail: editor@urbanbuzz.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: **1,3**

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. 27: K104-FM Website

This source was notified of the following full-time job vacancies listed above: **1,2,3**

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. 28: KRNB-FM Website

This source was notified of the following full-time job vacancies listed above: **2**

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. 29: 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. 30: Industry Referral

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 5
Candidates were referred by this recruitment source.

Recruitment Source: No. 31: 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:

Feb 12, 2021

Virtual Jordan Giveaway

On-Line

Dallas, TX

Contact Person: Clyde Messenger

Cat Daddy attended

June 7, 2021

School is Cool

North Dallas High School

Dallas, TX

Contact Person: Brittany McGee

Cat Daddy attended

June 7, 2021

School is Cool

West Jr High School

Richardson, TX

Contact Person: Brittany McGee

Cat Daddy attended

Oct 29, 2021

Trunk or Treat

Dunbar High School

Fort Worth, TX

Contact Person: Stop Six

Street Team attended

Jan 16, 2022

Battle of the Bands

Globe Life Park

Arlington, TX

Contact Person: Roland Parrish

Lady Jade attended

Jan 16, 2022

Beast of the Week

DeSoto High School

DeSoto, TX

Contact Person: Jaden Milliner

Ron Murray and Cat Daddy attended

Community Service Programs We Participated In:

Jan 15, 2021

MLK Virtual Parade

On-line

Contact Person: City of Dallas

All On-Air Staff attended to encourage the on going progress

April 16, 2021

4th Annual Von Miller Day

Zieger Park

Contact Person: Cecil Woods

Charles Tucker attended to celebrate the NFL players achievements while giving back to the community

Aug 14, 2021

City of Dallas Back To School Drive

MLK Center – South Dallas

Contact Person: Frances Davis

Charles Tucker attended to distribute school supplies to students

Oct 3, 2021

Virtual Walk a thon

Virtual On-line

Contact Person: Sylvia Dunnivant

Lynne Haze attended to educate the community about breast cancer

Oct 30, 2021

Harambee Festival

MLK Center – South Dallas

Contact Person: Cecil Woods

Charles Tucker attended to help celebrate the meaning of “All pull together”

Nov 15, 2021

Cosigns Awards

Sheraton Awards

Contact Person: Frances Davis

Dawn Allen – DeDe attended to acknowledge the hardworking community leaders for the DFW area

Dec 17, 2021

Christmas in the Park

Fair Park

Contact Person: SM Wright Foundation

Promo Team attended to help distribute Christmas gifts to the needy

Mar 2, 2022

\$1000 Grocery Giveaway

Fiesta grocery Store- Dallas

Contact Person: 1800 Truck Wreck

CAT Daddy and Promo Team attended to give \$1 to underprivileged families

Mar 12, 2022

Mark Cubans Heros Grilling Class

Mavericks Center – Dallas

Contact Person: Mark Cuban

Charles Tucker attended to encourage new restaurant owners get their food permits and learn the aspects of grilling

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:

We were unable to participate in Career Day Events due to Covid-19 school closures.

Job Fairs attended by Service Broadcasting:

We were unable to participate in Job Fair Events due to Covid-19.

Other Outreach Initiatives:

Service Broadcast provides training for management level personnel in methods for preventing discrimination. This training is provided by the station 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.