

**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, 2019 – March 31, 2020**

3. Chart for **each full-time** job vacancy that was **filled during** relevant Annual Reporting Period:

<b>Job Title</b>	<b>Date of Hire</b>	<b>Hired Person Referred By Which Recruitment Source?</b>	<b>Total Number of Interviewees for Position</b>	<b>Referral Sources of Interviewees (and Number of Interviewees By Source)</b>
On-Line Content Coordinator	8.5.19	K104 Website	<b>7</b>	K104 Website - 3 Indeed.Com – 1 Employee Referral – 2 Internal Posting - 1
On-Line Content Coordinator	9.24.19	K104 Website	<b>5</b>	K104 Website - 1 Indeed.Com – 2 Employee Referral – 1 Walk- In - 1

4. How many total candidates were interviewed to fill the full-time job vacancies listed above? 12

**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:

**On-Line Content Coordinator**

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:

**On-Line Content Coordinator**

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. 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](mailto: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:

**On-Line Content Coordinator**

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](mailto: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:

**On-Line Content Coordinator**

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 Blvc, Dallas, TX 75215

Telephone: 214.421.5200

E-mail Address: [cgreene@dbcc.org](mailto: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:

**On-Line Content Coordinator**

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: Texas Women's University**

Contact: Judy Way

Address: P O Box 425619, Denton, TX 75215

Telephone: 940.898.2950

E-Mail address: carerrs@twu.edu/jway2@twu.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:

**On-Line Content Coordinator**

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: Texas Workforce Commission**

Contact: Casey Coaston

Address: 801 S. State Hwy 161, Grand Prairie, TX 75051

Telephone: 469-8652307

E-mail Address: kevin.coaston@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:

**On-Line Content Coordinator**

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: 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:

**On-Line Content Coordinator**

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: TAB**

Contact: Anna Romero

Address: Austin, Texas

Telephone: 512-322-9944

E-mail: [jobs@tab.org](mailto: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. 11: 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:

**On-Line Content Coordinator**

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. 12: El Centro College**

Contact: Alexandria Gurley

Address: 801 Main Street, Dallas, TX. 75202

Telephone: 214-860-2066

E-mail: [eccjobs@dcccd.edu](mailto: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:

**On-Line Content Coordinator**

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: 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](mailto: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:

**On-Line Content Coordinator**

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: 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](mailto: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:

**On-Line Content Coordinator**

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: American Broadcasting School**

Contact: Michelle McConnell

Address: 4511 SE 29<sup>th</sup>, Oklahioma, OK 73155

Telephone: 817-695-2474

E-mail: [michelle@radioschool.com](mailto: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:

**On-Line Content Coordinator**

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: 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:

**On-Line Content Coordinator**

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: 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:

**On-Line Content Coordinator**

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: 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:

**On-Line Content Coordinator**

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: 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:

**On-Line Content Coordinator**

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: K104-FM Website**

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

**On-Line Content Coordinator**

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: KRNB-FM Website**

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

**On-Line Content Coordinator**

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: Employee 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. 23: Industry 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. 24: Walk-in**

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 5, 2019**

STARR/Terra Nova Pep Rally

W.A. Bair Elementary School

Dallas, TX

Contact Person: Latoya Davenport

Street Team/Cat Daddy/ Lady Jade attended

#### **April 27, 2019**

Best Southwest Everything teen Expo 2019

DeSoto Town Center Amphitheater

DeSoto, TX

Contact Person: Marq Runnels

Street Team attended

#### **May 10, 2019**

STARR Pep Rally

Central Elementary School

Seagoville, TX

Contact Person: Tiffani Williamson

Street Team attended

**May 24, 2019**

High School Block Party

MacArthur High School

Irving, TX

Contact Person: Bratania Morris

Street Team attended

**June 1, 2019**

Dallas Public Library Teen Rap Battle

J. Erik Jonsson Central Library

Dallas, TX

Contact Person: Melissa Dease/Amber Alvarez

Street Team attended

**June 22, 2019**

2<sup>nd</sup> Annual Lamp Camp

Dunbar High School

Ft Worth, TX

Contact Person: Ashton Lampkin

Street Team/Lady Jade attended

**July 16, 2019**

Mayor's Summer Reading Challenge Pre-Registration

Casa View Elementary School

Dallas, TX

Contact Person: Jenny Brumfield

Street Team attended

**August 1, 2019**

Back to School Bash

Everman High School

Everman, TX

Contact Person: Nikita Russell

Street Team/Claudia Jordan attended

**August 8, 2019**

Tarrant County back to School Round Up

Tarrant County College South Campus

Ft Worth, TX

Contact Person: Chris Zimmer

Street Team attended

**September 27, 2019**

Lakeview Centennial Neon Lights Pep Rally

Garland High School

Garland, TX

Contact Person: Wendy Jackson

Street Team/Cat Daddy attended

**September 28, 2019**

Battle of the Bands

Lancaster High School

Lancaster, TX

Contact Person: Frances Davis

Street Team attended

**October 2, 2019**

Pep Rally

Ogle Elementary School

Frisco, TX

Contact Person: Sean Miller

Street Team/Cat Daddy attended

**October 22, 2019**

Homecoming Pep Rally

Bryd Middle School

Duncanville, TX

Contact Person: Kristen Stickland

Street Team attended

**October 26, 2019**

Youth Education Success Summit (YES)

University of Texas at Arlington

Arlington, TX

Contact Person: Kimberly Carpenter

Street Team attended

**November 1, 2019**

Pep Rally

Arlington Bowie High School

Arlington, TX

Contact Person: Bryana Lampley

Street Team attended

**November 9, 2019**

AVID Student Leadership Conference

New Tech High School @ BF Darrell

Dallas, TX

Contact Person: Arryan Baker

Street Team attended

**December 6, 2019**

College and Career Day

Young Women's STEAM Academy

Dallas, TX

Contact Person: Leslie Moore

Street Team/Lady Jade/Cat Daddy attended

**January 24, 2019**

Community Middle School Night

Polytechnic Senior High School

FT Worth, TX

Contact Person: Rayneta Dotson

Street Team/Lady Jade/Cat Daddy attended

**January 31, 2019**

Second Semester Pep Rally

Richardson West Jr. High School

Richardson, TX

Contact Person: Brittany McGee

Street Team/BayBay/Cat Daddy attended

**Feb 5, 2019**

National Signing Day

Ellis Davis Field House

Dallas, TX

Contact Person: Scott Jackson

Street Team attended

**Feb 21, 2019**

Basketball Pep Rally

Grand Prairie High School

Grand Prairie, TX

Contact Person: Coach Robinson

Street Team attended



## **Community Service Programs We Participated In:**

### **April 5, 2019**

Kappa Kan Food Drive pep Rally

A.W. Leadership Academy

Contact Person: Daimyion Howard

Street Team attended to help promote the collection of the food to donate to the community

### **April 12, 2019**

The Crawfish Boil School Fundraiser

Bishop Dunne High School

Contact Person: Laticia Robinson

Street Team attended to help raise money for Bishop Dunne Scholarship Program

### **April 12, 2019**

Education is Freedom

Kincaide/Ellis Davis Field House

Contact Person: Hanan Ali

Street Team attended to help communicate the importance of education and the freedom education brings to the community

**April 13, 2019**

City Wide Annual Egg Hunt

Thurgood Marshall Recreation Center

Contact Person: Cassandra Rauls

Street Team participated in the annual Easter egg hunt for lower income families

**April 18, 2019**

Waxahachie Special Olympics Annual Pep Rally

Waxahachie High School

Contact Person: June Flowers

Street Team promoted the pep-rally to encourage special need individual to participate in the annual event

**April 27, 2019**

Cedar Hill All Dads Crawfish and Music Festival

Cedar Hill ISD Beltline IS Campus

Contact Person: Frances Davis

Street Team attended this event to promote awareness of single dads in the community

**May 4, 2019**

Breath Easy Asthma Awareness 5K Run /Walk & Kids Fun Run

Reverchon Park

Contact Person: Nicole Taylor

Street Team attended this event to promote awareness of Asthma in the community and how it affects children

**May 4, 2019**

National Alliance on Mental Illness- North Texas

Dr Pepper Ballpark

Contact Person: John Dornheim

Street Team attended this event to promote awareness of mental illness in the community and resources to help individuals with mental health disorders

**May 29, 2019**

Opioid Awareness: Drug Take Back

Rosedale Park Plaza

Contact Person: Renee Baptiste

Street Team attended this event to promote awareness of the Opioid drug problem in the DFW Area and ways to get help if needed

**June 1, 2019**

Keys To Home Ownership Fair - Dallas Habitat for Humanity

Uplift Heights Primary Preparatory

Contact Person: Blaine Cowart

Street Team attended this event to promote the importance of owning your own home and distribute information on how to own your own home

**June 22, 2019**

Health and Safety Fair

Contact Person: Frances Davis

Street Team attended this event to distribute information on staying safe and healthy during the heat of summer

**July 20, 2019**

5<sup>th</sup> Annual Motorcycle Ride for Suicide Awareness

Bachman Lake

Contact Person: Tazore Moore

Street Team attended this event to promote awareness of Suicide and distribute information regarding the help centers in the area.

**July 28, 2019**

Dream Motivates Reset Conference

Jambox Addison

Contact Person: Jenny Brumfield

Street Team attended this event to promote awareness on the importance of taking time to re-evaluate your life style and how it affects your health

**August 18, 2019**

Back to School Supply Giveaway

Moreland Family YMCA

Contact Person: Leonda Kelley

Street Team attended this event to give away school supplies in the DFW area

**August 21, 2019**

Back to School Bash

City of Garland Parks and Recreation Division Bradfield Recreation Center

Contact Person: Rhonda Mctyre

Street Team attended this event to give away school supplies to unprivileged children in the Garland ISD

**September 27, 2019**

Feed GMC

GMC Plant on 360

Contact Person: Frances Davis

Street Team attended this event to give away food and water to the employees on the picket line

**October 5, 2019**

Community Appreciation Day

The Community Park- Lancaster

Contact Person: Susan Zeb

Street Team attended this event to honor the community volunteers for their volunteer work thru out the city

**October 12, 2019**

Breast Cancer Awareness Session

Light of the World Church of Christ

Contact Person: Javier Gonzales

Street Team attended this event to make the community aware of different resources for breast cancer detection and treatment

**October 19, 2019**

A Race Against Bullying and Hazing

Police & Firefighters Memorial

Contact Person: Janet Hicks

Street Team attended to stand against bullying and hazing in the community

**November 9, 2019**

Veterans Day 5k/Fun run Appreciation

Heritage Community Park

Contact Person: Bryana Lampley

Street Team attended to honor the Veterans of DFW

**November 22, 2019**

DeDe's Ultimate Turkey Giveaway

Fiesta Mart

Contact Person: Dawn Allen

Street Team/DeDe in The Morning Show attended to give away turkeys to needy families

**December 6, 2019**

Stuff the Bus

SMU/Mockingbird Station

Contact Person: Amy Witherite

Street Team/DeDe in The Morning Show/Baybay/Cat Daddy attended to collect toys for needy families

**December 12, 2019**

Single Moms Shopping Spree

Target - Addison

Contact Person: Marlon Rison

Street Team attended to promote the shopping sprees for single moms

**January 19, 2020**

Dallas Women's March

Dallas City Hall

Contact Person: Katy Womble

Street Team attended to promote community awareness of women rights

**January 20, 2020**

MLK Parade Day

Dallas City Hall

Contact Person: Larhonda Bacon

Street Team/On-air Talent attended to celebrate the victories of Martin Luther King

**February 8, 2020**

Pee Wee Basketball

Beckley-Saner Recreation Center

Contact Person: Miss Sandra

Street Team attended to promote recreational activities in the community and stay away from gangs

**February 16, 2020**

Mother & Son Soiree

African American Museum

Contact Person: Cerone Lacey

Street Team attended to promote the importance of family relations

**February 28, 2020**

DeDe's Women's Black History Month Luncheon

Double Tree Campbell Center

Contact Person: Dawn Allen

Street Team attended to celebrate African American women in the community

**March 11, 2020**

Spring Fling Carnival

Ebby Halliday Elementary School

Contact Person: Ashley Martinez

Street Team attended to celebrate the students Spring Break and giveaway T-shirts



**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:**

#### **April 4, 2019**

Career Day

Logan Elementary School

Attendee(s): Street Team/Cat Daddy

Contact person: Natasha Green

#### **April 12, 2019**

Career Day

W. H. Adamson High School

Attendee(s): Street Team

Contact person: Peggy Chestnut

#### **April 18, 2019**

Career Day

Billhartz School

Attendee(s): Street Team

Contact person: Candance Anderson

**April 26, 2019**

Career Day

Franklin D. Roosevelt High School

Attendee(s): Street Team/Cat Daddy/Lady Jade

Contact person: Peggy Chestnut

**May 23, 2019**

Career Day

Nova Academy

Attendee(s): Street Team

Contact person: Frances Davis

**May 17, 2019**

Career Day

C. F. Carr Elementary School

Attendee(s): Street Team

Contact person: Adepeju Okolo

**May 17, 2019**

Career Day

Sunrise McMillan Elementary School

Attendee(s): Street Team/Lady Jade/ Cat Daddy

Contact person: Christine Dixon

**May 20, 2019**

Career Day

Schulze Elementary School

Attendee(s): Street Team

Contact person: Adrienne Brown

**May 21, 2019**

Career Day

School for Talents and Gifted in Pleasant Grove

Attendee(s): Street Team/Cat Daddy/Lady Jade

Contact person: Jacori Harper

**May 23, 2019**

Career Day

Kleberg Elementary School

Attendee(s): Street Team/Cat Daddy/Lady Jade

Contact person: Peggy Chestnut

**October 3, 2019**

Career Day

Cedar Crest Elementary School

Attendee(s): Street Team

Contact person: Mrs. Dixon

**November 8, 2019**

Career Day

Bethune Elementary School

Attendee(s): Street Team

Contact person: Angela Preston

**November 15, 2019**

Career Day

B.A. Blair Elementary School

Attendee(s): Street Team/BayBay

Contact person: Latoya Davenport

**March 6, 2020**

Career Day

Gilbert Cuellar Elementary School

Attendee(s): Street Team

Contact person: Aarika Bonner

**March 6, 2020**

Career Day

Pinkston High School

Attendee(s): Street Team/Ron Murray

Contact person: Johnitta Williams

**Job Fairs attended by Service Broadcasting:**

**April 11, 2019**

**Brookhaven Spring Career Fair**

Brookhaven College

3939 Valley View Lane

Farmers Branch, Texas 75244

Contact Person: Adam Clawson