

## KAPW/KAZE/KBLZ

### 2022-2023 Annual EEO Public File Report

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of 47 C.F.R. (Code of Federal Regulations) and the FCC's 2002 EEO Rule and amended rules.

This report covers the Station Employment Unit that is comprised of the following stations: KBLZ Winona, TX, KAZE Ore City, TX and KAPW White Oak, TX, and is required to be placed in the Public Inspection File of these stations and posted on their websites, if such exists. The information contained in this Report covers the time beginning April 1, 2022, to and including March 31, 2023 (the "Applicable Time Period").

The FCC's rules require this report contain the following information:

1. A list of all full-time vacancies filled by Station(s) comprising the Station Employment Unit during the Applicable Time Period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified by name, address, contact person and telephone number.
3. The recruitment source that referred the prospective employee for each full-time vacancy during the Applicable Period.
4. Data reflecting the total number of interviewees referred by each recruitment source.
5. A list of and a brief description of the initiatives undertaken pursuant to 73.2080(c)(2) of the FCC Rules.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the candidate accepted the job offer. A person is deemed "interviewed" whether she or he was interviewed in person or over the phone.

This report covers full-time vacancy recruitment data for the period April 1, 2022, through  
March 31, 2023

1. Employment Unit Name: KAZE (Reynolds Radio, INC.) KBLZ (S.O.2000, LC) and KAPW (Reynolds Radio, INC.).
2. Employment Unit Location: KAZE Tyler/Longview, TX KBLZ Tyler/Longview, TX, KAPW Tyler/Longview, TX.
3. Unit Members: KAZE, KBLZ, KAPW
4. EEO Contact Information for Unit Members:  
Reynolds Radio, INC.  
212 Old Grande Blvd., Suite B-100  
Tyler, TX 75703  
Telephone (903) 581-5259  
Contact Person: Benny  
Springer  
Email Address: [bspringer@reynoldsradio.com](mailto:bspringer@reynoldsradio.com)
5. list of all full-time job vacancies filled by the Station Employment Unit. Initiatives undertaken pursuant to Section 73.2080(c){2} of the FCC rules, includes but not limited to:
  - a) Contact with minority organizations and media via telephone , email or by personal contact by staff members.
  - b) Attending Job fairs and business expos for the purpose of recruiting future employees.
  - c) Station tours for young adults, school age children and prospective employees, persons of interest, etc., civic organizations, Boy Scouts and Girl Scout troops, area school classrooms and others (by request)are given complete access to all areas of the station operations. Question and answer periods are included. All tours are conducted by station personnel.
  - d) Internship Program.
  - e) In-person recruitment during station remotes broadcast and events where public attendance occurs regardless of venues such as Gregg County Fair in Longview and East Texas State fair, Tyler.

General Policy: KAZE/KBLZ/KAPW provide equal opportunity to all qualified individuals without regard to race, color, national origin, religion, sex, or sexual identity in all personnel actions including recruitment, evaluation, promotion, compensation, training or termination.

The Person responsible for implementation of Equal Employment Opportunities at the Stations  
is Benny Springer, General Manager.

# EEO PUBLIC FILE REPORT for April 1,2022-March 31,2023

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c) (6) of the Federal Communications Commission's 2002EEO Rule. The Report has been prepared on behalf of the Station Employment Unit that is comprised of the following Stations.

<b>Call Sign</b>	<b>Community</b>	<b>FIN</b>
KAZE	Ore City, TX	57262
KBLZ	Winona, TX	79247
KAPW	White Oak, TX	78631

## **A: FULL TIME VACANCIES FILLED DURING THE LAST YEAR**

<b><u>JOB TITLE</u></b>	<b><u>DATE FILLED</u></b>	<b><u>SOURCE of HIRE</u></b>	<b><u>PERSONS INTERVIEWED</u></b>
SALES	12/01/2022		

**B: RECRUITMENT REFFERAL SOURCES USED TO SEEK CANDIDATES FOR POSITION(S)**

<u>Recruitment Sources for Sales Position</u>	<u>Interviews from Source</u>	<u>Hired from Source</u>
<u>Texas Association of Broadcasters Job Site</u>	<u>1</u>	<u>0</u>
<u>Internal Recruitment</u>	<u>1</u>	<u>1</u>
<u>Texas College</u>	<u>2</u>	<u>0</u>
<u>Tyler Junior College</u>	<u>1</u>	<u>0</u>
<u>The University of Texas at Tyler</u>	<u>1</u>	<u>0</u>

## **OUTREACH ACTIVITY DESCRIPTION**

**Year: 2022-2023**

**Activity: Continuing Broadcast Internships**

Description: As part of our ongoing efforts to foster career opportunities for the next generation of Broadcasters, we maintain contact with several Universities, Schools and Colleges. The University of Texas at Tyler, Letourneau College, Kilgore College, Texas College and Tyler Junior College are our main resources for internship recruitment. We also invite students from the upper grades of the Tyler Independent School System.

**EXHIBIT**

**2022-2023 RECRUITING SOURCES**

**THIS EMPLOYMENT UNIT HAD ONE JOB OPENING DURING THIS  
REPORTING PERIOD**

**During this reporting period we attended job fairs, both in person  
and virtually.**

**The following are sources were contacted by letter or email  
to encourage them to submit applications for future job  
openings.**

**The Texas Association of Broadcasters**

**Beth Bobbitt**

**502 East 11th Street, Suite 200**

**Austin, TX 78701**

**(512) 322-9944**

**KBLZ/KAZE/KAPW ON Air**

**/Website212 Old Grande, Suite B-**

**100**

**Tyler, TX 75703**

**(903) 581-5259**

**The University of Texas**

**Tyler3900 University Blvd.**

**Tyler, TX 75799**

**[UTtylercareersuccess@UTTyler.edu](mailto:UTtylercareersuccess@UTTyler.edu)**

**Hispanic Business Alliance**

**315 N. Broadway**

**Tyler, TX 75701**

**[chamberinfo@tylertexas.com](mailto:chamberinfo@tylertexas.com)**

**Texas College**

**2404 Grand Ave.**

**Tyler, TX 75702**

**[hali@texascollege.edu](mailto:hali@texascollege.edu)**

**Kilgore College**

**1100 Broadway Blvd.**

**Kilgore College**

**Kilgore, TX 75662**

**[ksather@kilgore.edu](mailto:ksather@kilgore.edu)**

**Tyler NAACP**

**P.O. Box 12079**

**Tyler, TX 75712**

**Staff Referrals**

## **Year: 2022-2023 Activity: Employee Training**

We continue to train current employees inhouse in the operations of all aspects of the stations operations in all departments including FCC rules and regulations. The goal is to have more employees ready to move into management positions as an opening becomes available. We send employees to the Texas Association of Broadcasters Convention where they could learn from the many classes and seminars available there. We also make available to our employees many ongoing training webinars presented by the TAB.

## **Year: 2022-2023 Activity: Job Fairs Business Expos**

Reset Career Job Fair July 2022, hosted by the Texas Workforce Commission.

University of Texas Career Fair September 2022.

Texas Workforce Commission, RED WHIE and BLUE Statewide Veteran 's Job Fair onNovember 2022 (Virtual)

January 2023, we attended the B2B Expo sponsored by the Tyler Chamber of Commerce.

## **Year: 2022-2023 Activity: Station Tours**

Three local schools of the Tyler Independent School District and one class from the Bullard Independent School District toured our facilities.

**THE FOLLOWING LETTER IS SENT TO RECRUITMENT SOURCES  
QUARTERLY AND AS OPENINGS OCCUR**

Reynolds Radio, Inc. (KAZE/KBLZ/KAPW) does not discriminate in its employment and personnel practices because of a person's race, color, creed, religion, national origin, sex, age, disability, marital or veteran status, sexual orientation, or any other legally protected status. Discriminatory employment practices are specifically prohibited by the Federal Communications Commission.

Reynolds Radio, Inc. is committed to a broad applicant recruiting outreach program. In our continuing efforts to represent our diverse community we encourage qualified community organizations to be included in our job opportunity notification list. Informing you and your organization of our employment opportunities is an affirmative action on our part to actively seek qualified minorities and women for our staff vacancies. We will notify your organization about our job vacancies. Through your assistance to refer individuals to us, we want to ensure that our employment opportunities are made known to members of minority groups and to women.

Reynolds Radio, Inc. is a drug-free and smoke-free workplace.

### **How to apply**

If you would like to apply for a vacancy listed below or for future openings, please refer to the contact information listed in each posting. Individuals may mail or email their resume and/or non-returnable DVD to Reynolds Radio, Inc., 212 Old Grande Blvd., Suite B-100, Tyler, TX 75703; or fax to 903-939-3473, or e-mail to the department of interest listed below. All resumes are forwarded to the hiring manager for review and scheduling of interviews.



Mr. Benny Springer  
General Manager  
Reynolds Radio, Inc.  
KBLZ/KAPW  
Tyler, Texas

By email – [Bspringer@reynoldsradio.com](mailto:Bspringer@reynoldsradio.com)  
[Dmoreland@reynoldsradio.com](mailto:Dmoreland@reynoldsradio.com)

My name is Ginger Young, and I am an immigration attorney with Flowers Davis in Tyler, Texas. Flowers Davis Immigration Section is sponsoring a parade entry (including a float) in the Texas Rose Festival Parade on **Saturday, October 15<sup>th</sup> (from 9am until 11am)** to celebrate both the Texas Rose Festival and Hispanic Heritage Month. As a bit of background I have volunteered with the Rose Festival for more than 20 years and my daughter Olivia is the Princess of the 2022 Texas Rose Festival. It is my goal/dream for more people in the Latino community to become involved with Rose Festival. The Texas Rose Festival has always been open to all groups in the community, but I am hoping to start a new tradition for many Latino families in East Texas. Since the Texas Rose Festival coincides with Hispanic Heritage Month, I thought sponsoring a parade entry and float would be the perfect way to start!

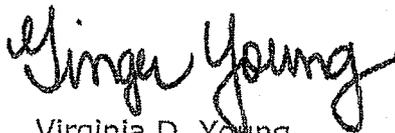
The Texas Rose Festival began in 1933 when local civic leaders – inspired by the Worlds Fair in Chicago – wanted to create a festival to celebrate rose industry and the City of Tyler, now the Rose Capitol of the World. This year we celebrate the 89<sup>th</sup> Texas Rose Festival. The festival offers many community events – the Rose Parade, the Queen's Tea (hosted by the Queen's family), the Rose Show and the Queen's Coronation – all amidst a backdrop of brilliant roses as vibrant and colorful as the community they represent. The Texas Rose Festival has represented the spirit that brings Tyler together as a community. My goal has been to increase awareness about the Rose Festival in the Latino community and increase participation. This year – in what I hope becomes an annual tradition – Flowers Davis Immigration Section is sponsoring a parade float and entry to celebrate both the Texas Rose Festival and Hispanic Heritage Month, and to show off a beautiful group of young ladies that celebrated their Quinceañeras this year. What started as one entry has grown into a much larger project. How fun that my idea of celebrating the Texas Rose Festival with Hispanic Heritage Month has had so much support from the Latino community. My goal is for everyone that wants to participate find an avenue to do so. If not this year, for sure next year and the years to come.

I write to specifically thank **Adriana Garcia** and Mega Radio for their support – not only for this project for the community at large. *She is more than a local personality and DJ – she a ROCK STAR!* I especially love that she is such a role model for the Quinceañeras we are celebrating. She has helped organize the following for the parade: Grupo Rígido (on a parade float sponsored by JD Byrider), Mariachi Nueva Era (on a flatbed trailer); Dance Group Ketzally; and the Mega Van. This is huge for the community. There are more than 30,000 people that will witness (in person or by television) this event. That doesn't even count the social media presence. Again

thank you for your, Adriana's and the support from Mega.

Please feel free to contact me (office – 903-592-8186), Paulina Pedroza or Lilia Aparicio if there is any additional information you need.

At your service,

A handwritten signature in black ink that reads "Virginia Young". The signature is written in a cursive style with a large, prominent "V" and "Y".

Virginia D. Young

## Dave Moreland

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**From:** Ginger D. Young <vdy@flowersdavis.com>  
**Sent:** Tuesday, September 20, 2022 8:55 AM  
**To:** Benny Springer; Dave Moreland  
**Cc:** 'Paulina Pedroza'  
**Subject:** Adriana Garcia and Mega  
**Attachments:** Letter to Mega.pdf

My name is Ginger Young. I sent a letter last night thanking your company, Mega and Adriana Garcia for the help on my project to involved more people in the Hispanic Community in Rose Festival. I attached a letter with some background info. I sent it last night but got a "bounce-back "notification so an trying again.

My goal has been to increase awareness about the Rose Festival in the Latino community and increase participation. This year – in what I hope becomes an annual tradition – Flowers Davis Immigration Section is sponsoring a parade float and entry to celebrate both the Texas Rose Festival **and** Hispanic Heritage Month, and to show off a beautiful group of young ladies that celebrated their Quinceañeras this year. What started as one entry has grown into a much larger project. How fun that my idea of celebrating the Texas Rose Festival with Hispanic Heritage Month has had so much support from the Latino community. My goal is for everyone that wants to participate find an avenue to do so. If not this year, for sure next year and the years to come.

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Please don't hesitate to let me know if you have any questions.

Again thank you!

Ginger

Virginia "Ginger" Young  
Flowers Davis, PLLC  
1021 ESE Loop 323, Suite 200  
Tyler, Texas 75701  
Main Office: 903-534-8063  
Immigration: 903-592-8186  
Fax: 903-534-1650  
vdy@flowersdavis.com