

KAPW/KAZE/KBLZ 2023-2024 Annual EEO Public File Report

The purpose 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 2003 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, 2023, to and including March 31, 2024 (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 the 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)(i){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 the 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, 2023, through March 31, 2024

1. Employment Unit Name: KAZE (Reynolds Radio, INC.) KBIZ (S.O.2000, LC) and KAPW (Reynolds Radio, IINC).
2. Employment Unit location: KAZE Tyler/Longview, TX KBLZ Tyler/Longview, TX, KAPW Tyler/lcmgview, TX.
3. Unit Members: KAZE, KBLZ, KAPW
4. EEO Contact information for Unit Members:
Reynolds Radfo, [INC.
212 Old Grande Blvd., Ste B-100
Tyler, TX 75703
Telephone (903) 581-5259
Contact Person: Benny
Springer
Email Address: 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 remote broadcasts 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 implementing of Equal Employment Opportunities at the Stations
is Benny Springer, General Manager.

EEO PUBLIC FILE REPORT

APRIL 1, 2023-MARCH 31, 2024

THE PURPOSE OF THIS EEO PUBLIC FILE REPORT IS TO COMPLY WITH THE SECTION 73.2080 (c) (6) OF THE FEDERAL COMMUNICATIONS COMMUNICATION'S 2002EEO RULE AS AMMENDED. THE REPORT HAS BEEN PREPARED ON BEHALF OF THE STATION EMPLOYMENT UNIT THAT IS COMPRISED OF THE FOLLOWING STATIONS:

CALL SIGN	COMMUNITY	FIN
KAZE	ORE CITY, TX	57262
KBLZ	WINONA, TX	79247
KAPW	WHITE OAK, TX	78631

A. FULL TIME VACANCIES FILLED DURING THE 2023-2024 REPORTING PERIOD

JOB TITLE	DATE FILLED	SOURCE OF HIRE	PERSONS INTERVIEWED
SALES	08/01/2024	STAFF REFFERAL	6

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

Recruitment Sources for Positions	Interviews from Source	Hired from Source
TEXAS ASSOCIATION OF BROADCASTERS	2	0
TEXAS COLLEGE	1	0
STAFF REFERRAL	2	1
<u>ON AIR ADS</u>	1	0

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

<u>Recruitment Sources for Positions</u>	<u>Interviews from Source</u>	<u>Hired from Source</u>
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No new hires this reporting period.

OUTREACH ACTIVITY DESCRIPTION

Year: 2023-2024

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

2023-204 RECRUITING SOURCES

THIS EMPLOYMENT UNIT HAD NO 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

Website 212 Old Grande, Suite B-100

Tyler, TX 75703

(903) 581-5259

The University of Texas Tyler

3900 University Blvd. Tyler, TX

75799

UTtylercareersuccess@UTTyler.edu

Hispanic Business Alliance

315 N. Broadway

Tyler, TX 75701

chamberinfo@tylertexas.com

Texas College

2404 Grand Ave.

Tyler, TX 75702

Hali@texascollege.edu

Kilgore College

1100 Broadway Blvd.

Kilgore College

Kilgore, TX 75662

ksather@kilgore.edu

Tyler NAACP

P.O. Box 12079

Tyler, TX 75712

Staff Referrals

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, 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 about our job vacancies. WM

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 is a drug free and smoke free environment.

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 903-939-3413, or e-mail to the department of interest listed below. All resumes are forwarded to the hiring manager for review and scheduling of interviews.

Year: 2023-2024 Activity: Employee Training

We continue to train current employees inhouse in the operations of an aspects of the stations operations in all departments induding 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 learn from the many classes and seminars avaihible to them there. We also mnake available to our employees many ongoing training webinarss presented by the TAB.

Year: 2023-2024 Activity: Job Fairs Business Expos

2023 Fall Career Fair LeTourneau University Tuesday October 10, 2023

Hiring Red, White, and Blue Maude Cobb Activity Center November 9, 2023

January 2024, Attended the B2B Expo spommred. by the Tyler Chamber of Commerce.

National Disability Employment Event UT Tyler Science Center October 4, 2023

Year: 2023-2024 Activity: Station Tours

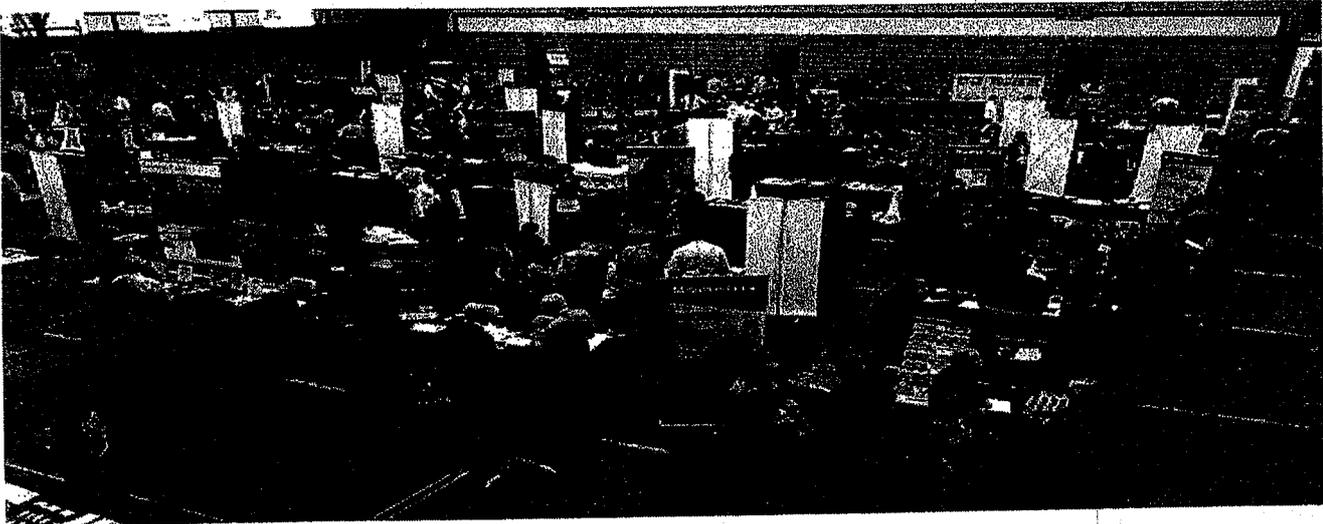
Three local schools of the Tyler hudependentt School District. Announcers attending school functions such as pep rallies, school classes and other events.



LETOURNEAU UNIVERSITY

Career Services
2300 S. Mobberly Ave.
Longview, Texas 75607
903-233-4467
careerservices@letu.edu
www.letu.edu/careerservices

Career Services



2023 Fall Career Fair

Tuesday, October 10th:
Aviation, Psychology, Theology & Nursing

Thursday, October 12th:
Engineering, Education, Arts & Sciences, Business

9am - 12pm
Belcher Center, LeTourneau University
Longview, Texas

Company Information:

Company Name

Reynolds Radio

Company Address

212 Old Grande Blvd, B-100

Company City

Tyler

Company State

TX

Company Zip

75703

Company Phone

(903) 581-5259

Company Website

theblaze.fm

Please select the Fair date you will be attending

Tuesday, October 10th

Thursday, October 12th

Please complete a brief summary paragraph of your organization for the Employer Guide

Commercial broadcast radio. Station KBLZ 102.7 & 106.9 (The Blaze) and KAPW (MEGA 99.3).

Contact Name

Benny Springer

Contact Title/Department

VP/General Manager

Contact Email Address

bspringer@reynoldsradio.com

Career Fair Registration Info:

Early Registration until July 7th (\$190) After July 7th (\$220)

- One 8-foot table with access available for electrical outlets, according to your registration requests
- Continental breakfast and to-go lunches for up to two representatives
- (Additional representatives may attend for \$20 each)
- Company profile included in Employer Guide distributed to all students

Number of Attendees *

Attendees names *
Benny Springer
Natali Vera
Julianna Calderon

Additional Advertisement in Career Fair Employer Guide (to be submitted in PNG or JPEG format to Careerservices@letu.edu) *

We will need an electrical outlet

We would like to see students interested in:

Summer Internship Positions

Full-Time Positions

Co-Op Positions

Graduate Programs

What specializations do you have interest in?
and/or What kinds of positions are you
seeking to fill? Sales
Communications

Payment Total:

Payment Results

Approved on 8/2/2023 9:39:24 AM

Transaction Total

\$240.00

Confirmation Number

44222973800

Benny Springer

From: Auto-Receipt <noreply@mail.authorize.net>
Sent: Wednesday, August 2, 2023 9:40 AM
To: Benny Springer
Subject: Transaction Receipt from LETOURNEAU UNIVERSITY for \$240.00 (USD)

Order Information

Description: db8790b2-9ec2-4ed8-9ce4-af2bbd97c91e|False|
Invoice Number CAREERFAIRREG

Billing Information

Benny Springer
Reynolds Radio
212 Old Grande Blvd, B-100
Tyler, TX 75703
United States
bspringer@reynoldsradio.com
9035815259

Shipping Information

Total: \$240.00 (USD)

Payment Information

Date/Time: 2-Aug-2023 9:39:33 CDT
Transaction ID: 44222973800
Payment Method: Visa xxxx3010
Transaction Type: Purchase
Auth Code: 195835

Merchant Contact Information

LETOURNEAU UNIVERSITY
LONGVIEW, TX 75602
US
AccountingServices@letu.edu

Benny Springer

From: Workforce Solutions East Texas <notifications@brazen.com>
Sent: Thursday, November 2, 2023 11:00 AM
To: Benny Springer
Subject: Next Thursday, November 9 - Hiring Red, White, and You

We look forward to seeing you at the event:

Hiring Red, White, and You

Thursday, November 9, 2023
10:00 AM - 1:00 PM CST

Add to your calendar

[iCal](#)

[Google Calendar](#)

[Outlook](#)

[Yahoo! Calendar](#)

Hiring & You!
Red, White, and You!

Location:

This years event will be at the Maude Cobb Activity Center in Longview located at 100 Grand Blvd. Longview, TX 75604.

[Log In](#)

Help Resources:



[Event Attendee Guide](#)

[Learn more about navigating and participating in the event.](#)



[Have more questions?](#)

[Find quick answers in the Brazen Help Center or submit a help request.](#)

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[View Privacy Policy](#)

If you'd like to unsubscribe and stop receiving these emails [click here](#).

Hiring Red, White & You! is a statewide hiring event that connects veterans, transitioning military members, and military spouses to employers across Texas. HRWY became an annual event in 2011. During that time, Texas' Workforce Solutions Boards across the state have:

- Worked with more than 20,131 employers
- Connected more than 114,778 job seekers to meaningful job opportunities
- Helped facilitate over 3,198 same-day hires

(Based on data from TWC & Bureau of Labor Statistics)

The HRWY event for East Texas is growing beyond our expectations! Join us and over 85 employers seeking to hire our nation's heroes! Although this event is focused on veteran hiring, all job seekers are encouraged to attend!

About HRWY- TWC



Hiring Red, White & You!
EMPOWER OUR HEROES
JOIN US FOR THE 12TH ANNUAL
HRWY EVENT IN LONGVIEW!
SAVE TIME ENTERING THE EVENT: PREREGISTER HERE TODAY!

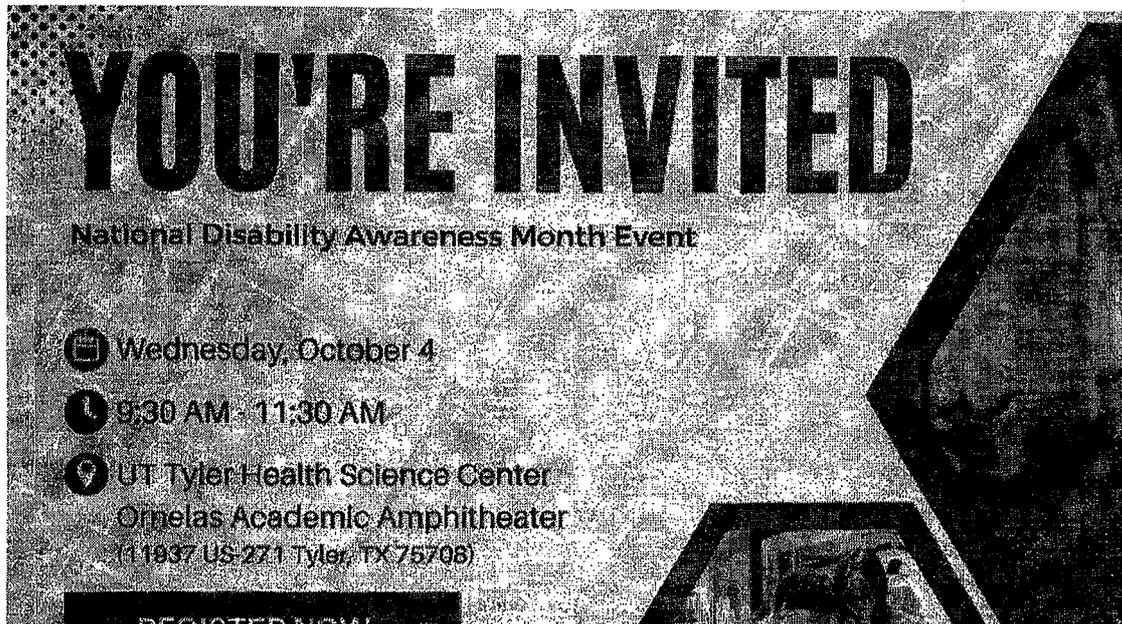
TMC | TEXAS MEDICAL CENTER

Benny Springer

From: East Texas Council of Governments <lindsay.vanderbilt@etcog.org>
Sent: Monday, October 2, 2023 2:35 PM
To: Benny Springer
Subject: Thank you for registering for National Disability Employment Awareness Month (NDEAM)

Registration confirmed!

Thank you again for registering for our event. This email is confirmation of your successful registration. If any of the information displayed below is incorrect, please contact us as soon as possible.



National Disability Employment Awareness Month (NDEAM)

Observed each October, National Disability Employment Awareness Month (NDEAM) celebrates the contributions of America's workers with disabilities, past and present, and showcases supportive, inclusive employment policies and practices that benefit employers and employees.

This event is open to the public. Employers, job seekers, community organizations, and families are encouraged to attend!

 **Oct 04, 2023 09:30am - Oct 04, 2023 11:30am**
Add to [Google](#) [Outlook](#) [Yahoo](#)

 **Ornelas Academic Ampitheater**
11937 US-271, Tyler, TX 75708
[View on map](#)

Contact Information

 **Sonia White**
Vocational Rehabilitation Services
9032186477

Primary Registrant

First name	BENNY
Last name	SPRINGER
Email	bspringer@reynoldsradio.com

Summary for order ID: D6MsMEQer9

Registration x 1	\$0.00
TOTAL	\$0.00

YOU'RE INVITED
National Disability Awareness Month Event

④ Wednesday, October 4
④ 10:30 AM - 11:30 AM
④ UT Tyler Health Science Center
Ornelas Academic Amphitheater
11937 US-271, Tyler, TX 75708

Registration 1/1
Ref: 5s4jr8

NAME
BENNY SPRINGER

EVENT
National Disability Employment Awareness
Month (NDEAM)

LOCATION
Ornelas Academic Ampitheater, 11937 US-
271, Tyler, TX 75708

DATE AND TIME
Wednesday, Oct 4, 2023 9:30 AM to 11:30 AM

EVENT ORGANIZER
Sonia White
(903) 218-6477

[View tickets](#)

You are receiving this email because you registered for National Disability Employment
Awareness Month (NDEAM)

East Texas Council of Governments
3800 Stone Road
Kilgore, Texas 75662 United States
[Constant Contact Data Notice](#)

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 Quinceafieras 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's more than a local personality and DJ - she a ROCK STAR!* I especially love that she is such a role model for the Quinceafieras we are celebrating. She has helped organize the following for the parade: Gmpo Rigido (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 don't hesitate to let me know if you have any queststons.

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