

KQXY-FM, KTCX-FM, KAYD-FM, KIKR(AM), and KBED(AM)
EEO PUBLIC FILE REPORT
April 1, 2019 - March 31, 2020¹

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Sales Manager	1-13, 15, 18-20, 22-23, 29-31	23
Program Director	1-13, 15, 18-20, 22-23, 29-31	23
Promotions / On-Air Announcer	1-13, 15, 18-20, 22-23, 29-31	10
Sales Account Executive	1-13, 15, 18-20, 22-23, 29-31	20
Sales Account Executive	1-13, 15, 18-20, 22-23, 29-31	23
Sales Account Executive	1-13, 15, 18-20, 22-23, 29-31	10
Sales Account Executive	1-13, 15, 18-20, 22-23, 29-31	5
Sales Account Executive	1-13, 15, 18-20, 22-23, 29-31	20
Sales Account Executive	1-13, 15, 18-20, 22-23, 29-31	23

¹ This Report was revised in March 2021 to address reporting issues.

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Texas Workforce Commission David McCleskey 304 Pearl Street Beaumont, TX 77701 409-839-8045 ext. 3342 Fax: 409-832-2597 www.workintexas.com	No	0
2	SEU Open Houses (<i>see Section III</i>)	No	0
3	Cumulus Business Managers businessmanager@cumulus.com	No	0
4	On-Air Announcements (<i>one or more SEU stations</i>)	No	2
5	Station Website Postings (<i>one or more SEU stations</i>)	No	3
6	Walk-In/Self-Referral	No	1
7	Southeast Texas Website www.southeasttexas.com	No	0
8	Internal Posting (<i>company bulletin board</i>)	No	0
9	Facebook Pages (<i>one for each FM radio station</i>)	No	0
10	Word-of-Mouth Referral	No	5
11	Texas Association of Broadcasters Website Phone: 512-322-9944 Fax: 512-322-0522 www.tab.org Contact: Teresa McAnally, Teresa@tab.org	No	0
12	Radio Advertising Bureau www.rab.com	No	0
13	National Association of Broadcasters Website www.nab.org	No	0
14	Beaumont Enterprise Newspaper 380 Main Street Beaumont, TX 77701 409-838-2888 Ann O’Bannion for Internet Ads 409-838-2829	No	0
15	Lamar University Human Resources 4400 Martin Luther King Parkway Beaumont, TX 77705 Phone: 409-880-8878 www.Dept.lamar.edu/careerandtestingcenter	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Fronteras Newspaper P.O. Box 3071 Beaumont, TX 77704 fronteras@hearstnp.com	No	0
17	The Examiner Newspaper Josh Cobb 795 Willow Street Beaumont, TX 77701 409-832-1400 409-832-6222 fax Theexaminer.com	No	0
18	Monster www.monster.com	No	0
19	CareerBuilder www.careerbuilder.com	No	0
20	Indeed www.indeed.com	No	2
21	Beaumont Black.Net bmtblack@yahoo.com Contact: Shedrick Jenkins 409-782-5592	No	0
22	ZipRecruiter www.Ziprecruiter.com	No	2
23	Cumulus Media Website www.cumulusradio.com	No	12
24	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045 202-662-7145 www.nahj.org, jobbank@nahj.or Contact: Leticia Salazar	No	0
25	Jobs Today Newspaper 795 Willow Beaumont, TX 77701 Phone: 409-833-1755 Contact: Kristi <u>Dobb-Kristi@jobstodayset.com</u> www.jobstodayset.com	No	0
26	American Women in Radio & Television www.awrt.org	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, GA 30302 Phone: 404-523-6136 Contact: Mr. Jelks, bcrmail@aol.com	No	0
28	Asian American Journalists Association 1182 Market Street, Suite 320 San Francisco, CA 94102 415-346-2051 www.aaja.org; post@aaja.org Contact: Albert Lee	No	0
29	Ohio Center for Broadcasting - Columbus 5330 East Main Street, Suite 200 Columbus, Ohio 43213 614-245-0555 Contact: Gary James, Placement Coordinator, gary@beonair.com Columbus.placement@beonair.com	No	0
30	Glassdoor www.glassdoor.com	No	0
31	LinkUp www.linkup.com	No	0
32	Lamar State College Port Arthur 1500 Procter Street Port Arthur, TX 77641 Phone: 409-984-6237 Guillsr@lamarpa.edu	No	0
33	Lamar State College Orange 410 Front Street Orange, TX 77630 Phone: 409-883-7750	No	0
34	Lee College 200 Lee Drive Baytown, TX 77520 Phone: 281-425-6572 lyepez@lee.edu	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			27

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On April 2, 2019, our SEU participated in the AAFA (African American Female Affiliations) Mentor event sponsored by Lamar University in Beaumont. SEU representatives spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU and answered their questions. Attendees who expressed great interest were provided with an application and a list of job openings. SEU participants included our Business Manager and Senior Account Executive.
2	Management-level training regarding methods of ensuring equal employment opportunity and preventing discrimination and harassment	During the month of April 2019, this SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by ThinkHR entitled, "Workplace Harassment Prevention," designed to address sexual harassment with a focus on the forms of harassment prohibited by federal law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial.
3	Host Open House	On June 6, 2019, our SEU hosted an open house at our facilities in Beaumont, Texas. SEU participants included our Market, General Sales, Digital Sales, Key Account, and Business Managers as well as our Program Directors, who were available to interact with attendees and share specifics about their careers in radio. Since our SEU had openings for Account Executives, our guests listened to a radio sales presentation which emphasized the responsibilities of an Account Executive. This was followed by a tour of our facilities/studios, during which they were introduced to other staff members, who also shared information about their duties/careers. Applications from interested attendees were accepted.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Participate in Job Fair	<p>On July 18, 2019, our SEU participated in the KBMT 12 News Job Fair which took place at the MCM Elegante Hotel in Beaumont. SEU representatives spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU and answered their questions. Interested attendees were provided with an application and a list of job openings. SEU participants included our Business Manager, Sales Manager and Senior Account Executive.</p>