

KQXY-FM, KTCX-FM, KAYD-FM, KIKR(AM), and KBED(AM)
EEO PUBLIC FILE REPORT
April 1, 2019 - March 31, 2020

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	8
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	8
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

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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	2
9	Facebook Pages (<i>one for each FM radio station</i>)	No	0
10	Word-of-Mouth Referral	No	3
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	Career Builder Website www.careerbuilder.com	No	0
20	Indeed Website www.indeed.com	No	2
21	Beaumont Black.Net bmtblack@yahoo.com Contact: Shedrick Jenkins 409-782-5592	No	0
22	Zip Recruiter Website www.Ziprecruiter.com <i>(Internet-based job board and secondary posting service to more than 25 additional on-line job banks, eg. diversityjobs.com, monster.com and topusajobs.com)</i>	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 Dobb-Kristi@jobstodayset.com 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	Glass Door www.glassdoor.com	No	0
31	Link Up 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, out SEU participated in the AAFA (African American Female Affiliations) Mentor event sponsored by Lamar University in Beaumont. SEU representative spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU and answered questions. Attendees who expressed great interest were provided with an application and a list of job openings. SEU participants included the Business Manager and Senior Account Executive.
2	Participate in Job Fair	On July 18, 2019, our SEU participated in the KBMT 12 News Job Fair located at MCM Elegante' Hotel. SEU representatives spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU and answered questions. Attendees who expressed great interest were provided with an application and a list of job openings. SEU participants included the Business Manager, Sales Manager and Senior Account Executive.
3	Sponsor Event in the Community Designed to Inform and Educate the Public Concerning Employment Opportunities in Broadcasting	On June 6, 2019, our SEU hosted a open house at our facilities in Beaumont, TX. The SEC staff spoke with attendees about careers in radio and listened to a presentation about selling radio time. The attendees were given an over view of how things work in the various positions including those in the general office and programming. Attendees were introduced to staff members and toured the facilities/studios. SEU participants included Market Manager, General Sales Manager, Digital Sales Manager, Key Account Manager, Program Directors and Business Manager.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Provide training to management-level personnel concerning methods of ensuring equal employment opportunity and preventing discrimination	On April 18, 2019, this SEU participated in a training seminar for management-level personnel designed to ensure equal employment opportunity and prevent employment discrimination in the workplace. The seminar was conducted by Alliant Employee Benefits through our Cumulus' Corporate Human Resources. The SEU's VP/Market Manager, Sales Manager, Digital Sales Manager, Program Directors and Business Manager were active attendees in this training.