

**KGNC(AM), KGNC-FM, KXGL(FM), KVWE (FM)
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
Account Executive	1, 7, 9-11, 13	11
Account Executive	1, 4, 7, 9-11, 13	7
Account Executive	1, 4, 7, 9-11, 13	7
Account Executive	1, 4, 7, 9-11, 13	7
Account Executive	1, 4, 7, 9-11, 13	9
Account Executive	1, 4, 7, 9-11, 13	10
On Air Talent	1, 4, 7-11, 13	11
Operations Manager	1, 4, 7-11, 13	10
Ag Director	1, 4, 7-11, 13	10
Digital Director	1, 4, 7, 9-11, 13	10
Operations Manager	1, 4, 7-11, 13	10

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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	Alpha Media Career Website www.alphamediausa.com/careers	No	0
2	Amarillo College (KACV-TV/FM) Contact: Dr. Paul Matney P. O. Box 447 Amarillo, TX 79178 806.371.5222	No	0
3	Texas Association of Broadcasters Ann Arnold Center 502 E. 11 th Street, Suite 200 Austin, TX 512.322.9944	No	0
4	Amarillo Hispanic Chamber of Commerce 5725 W Amarillo Blvd Amarillo, TX 79106 806.379.8800	No	0
5	Texas Employment Commission 1206 W 7 th Amarillo, TX 79106 806.372.5521 ext 0314	No	0
6	West Texas A&M University Communications Department Contact: Trudy L. Hanson P. O. Box 747 Canyon, TX 79016 806.651-2000	No	0
7	Indeed Website www.indeed.com	No	12
8	All Access Website www.allaccess.com	No	0
9	On-Air Announcements (one or more SEU stations)	No	7
10	Walk-In/Referral	No	9
11	Word-of-Mouth Referral	No	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	LinkedIn www.linkedin.com	No	0
13	SEU Job Fairs	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			30

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On April 30, 2019, our SEU participated in the 2019 Spring Amarillo Job Fair. SEU participants included our Market Manager, who occupied the Alpha Media booth and spoke with participants about career opportunities in broadcasting with an emphasis on sales as well as job openings within the SEU. Applications were accepted during the event.
2	Internship Program	During May 22, 2019-August 8, 2019, our SEU hosted four students majoring in journalism/communication at Amarillo College for an internship. Each of the four interns, supervised by our Program Director and Interactive Manager, received practical training and experience in radio broadcasting (150 hours each). The interns “shadowed” members of our Promotions, On-Air, Traffic, Business and Sales departments.
3	Internship Program	During September 18, 2019-November 21, 2019, our SEU hosted two students majoring in journalism/communication at Amarillo University for an internship. The interns, supervised by our Operations Manager and Interactive Manager, received practical training and experience in radio broadcasting (150 hours each). The interns “shadowed” members of our Promotions, On-Air, Traffic, Business and Sales departments.
4	Internship Program	During January 24, 2020-March 31, 2020, our SEU hosted two students majoring in journalism/communication at Amarillo University for an internship. The interns, supervised by our Operations Manager and Interactive Manager, received practical training and experience in radio broadcasting (150 hours each). The interns “shadowed” members of our Promotions, On-Air, Traffic, Business and Sales departments.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Management-level training addressing equal employment opportunity and preventing discrimination	Between the dates of August 16, 2019 and September 5, 2019, our Market, Business, Operations, Production, and Traffic Managers participated in ThinkHR training programs provided by Alpha Media entitled, “Bullying and Violence in the Workplace” and “Workplace Harassment Prevention for Managers.”
6	Management-level training addressing equal employment opportunity and preventing discrimination	On October 9, 2019, our SEU’s Business, Market, and Operations Managers as well as our Interactive Director, participated in an interactive training webinar presented by Alpha’s FCC counsel, Wiley Rein LLP, regarding compliance with the FCC’s EEO rules.