

KHKX(FM), KQRX(FM), KMCM(FM)
EEO PUBLIC FILE REPORT
 April 1, 2014 - March 31, 2015

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) used to fill vacancy	RS Referring Hiree
ACCOUNT EXECUTIVE/SALES	12,14,20,21,22	12
ACCOUNT EXECUTIVE/SALES	12,14,20,21,22	12
AIR-TALENT/ANNOUNCER (KHKX)	2,3,4,5,17,18,19,20	5
AIR-TALENT/ANNOUNCER (KHKX)	2,3,4,5,17,18,19,20	5
PART-TIME BOARD OP	12,14,20,21,22	12

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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 12-month period
1	Texas Workforce Commission 3510 N Ave A Midland, Texas 79711 (432)687-3003 www.twc.state.tx.us	No	0
2	Texas Association of Broadcasters 502 E. 11th Street Ste 200 Austin, Tx 78701 (512)322-9944 www.tab.org	No	1
3	Odessa American - Classifieds 222 E. 4th Street Odessa, Tx 79761 (432)333-7777 www.oaoa.com	No	0
4	Midland Reporter Telegram - Classified Dept 201 E. Illinois Midland, Tx 79701 (432)682-5311 www.mywesttexas.com	No	0
5	All Access Radio Site 28955 Pacific Coast Highway Ste 210 Malibu, CA 90265 (310)457-8058 (F) www.allaccess.com	No	7
6	Midland College 3600 N. Garfield Midland, Tx 79705 (432)685-4764 www.midland.edu	No	0
7	University of Texas of Permian Basin 4901 E. University Odessa, Tx 79762 (432)522-2633 www.utpb.edu	No	0
8	Odessa College - Gloria Rangel 201 W. University Odessa, Tx 79764 (432)335-6433 grangel@odessa.edu	No	0
9	MANO 1609 W. 10th Stree Odessa, Tx 79764 (432)335-0250 mano@lmanochamber.org	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
10	Midland High School 906 W. Illinois Midland, Tx 79701 (432)6859-1170	No	0
11	NAACP 411 N. Grant Odessa, Tx 79761 fax (432)333-1161 Gene Collins	No	0
12	Employee Referrals	No	3
13	Non-employee Referrals	No	0
14	On Air Advertisements	No	0
15	Walk Ins	No	0
16	Re-hire	No	0
17	Shane Media 2500 Tanglewilde Ste 106 Houston, Texas 77063-2123 Pam Shane	No	1
18	Country Aircheck Office 914 18th Ave S. 2nd Floor Nashville, TN 37212 615-320-1450 news@countryaircheck.com	No	1
19	Inside Radio PO Box 31156 Atlanta, GA 31156 (800)248-4242 www.insideradio.com	No	0
20	KICKS99.1 / Brazos Communciations West, LLC Radio station website 3303 N. Midkiff, Suite 115 Midland, Texas 79705 www.kick99.net/employment	No	0
21	Rock 95.1 / Brazos Communciations West, LLC Radio station website 3303 N. Midkiff, Suite 115 Midland, Texas 79705 www.rock951online.com/employment	No	0

22	97Gold / Brazos Communciations West, LLC Radio station website 3303 N. Midkiff, Suite 115 Midland, Texas 79705 www.97gold.com/employment	No	0
	total Interviews during relevant period		13

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III. RECRUITMENT INITIATIVES

	Tye of recruitment initiative (Menu selection)	Brief Description of Activity
1	Participate Job Fair	Safety Solutions - Job Fair December 2, 2014 station participated in Safety Solutions, Inc job fair. Station supported job fair with in kind advertising and staff was on-site during event.
2	Broadcast/Employment Event Participation	Vice President/General Manager attended Texas Association of Broadcast Convention August 2014 in Austin along with sales staff for training and job skills improvement.
3	Establish training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	Vice-President/General Manager integrate training components into each weekly programming, sales and marketing meetings.

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4	Internship Program	Internship program had 1 participant that did marketing research, learned in studio procedures, programming and participated in on-air programming.
5	Internet Job Outreach	partnered with local job site to promote job openings and encourage job seekers to post resumes for future openings and continue to promote daily on all stations. Www.odessamidlandregionalhelpwanted.com