

**KARX(FM), KPUR-FM, KPUR(AM), KQIZ-FM and KZRK-FM
EEO PUBLIC FILE REPORT
April 1, 2021 – March 31, 2022**

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	2-3, 5-6, 13, 15-16, 22-31	29

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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	Amarillo Chamber of Commerce PO Box 9480 Amarillo, TX 79105 806-373-7800	N	0
2	Amarillo College employmentservices@actx.edu 806-371-5147	N	0
3	Amarillo Hispanic Chamber of Commerce 5725 West Amarillo Blvd Amarillo, TX 79106 receptionist@amarillohcc.com 806 379 8800	N	0
4	SEU Job Fair(s)/Open House(s) (<i>see Section III</i>)	N	0
5	Clarendon College 132 West 2nd Clarendon, TX 79226 800-687-9737 ashlee.estlack@clarendon.edu	N	0
6	Eastern New Mexico University https://app.joinhandshake.com/	N	0
7	Medialine 1209 Wood Valley Rd Augusta, GA 30909 706-364-7564 rich@medialine.com	N	0
8	Oklahoma Association of Broadcasters 6520 N Western Ave, Ste. 104 Oklahoma City, OK 73116 406-848-0771	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Ohio Center for Broadcasting-Columbus 5330 East Main Street, Suite 200 White Hall, Ohio 43213 614-423-4945 placement.columbus@beonair.com	N	0
10	Texas Association of Broadcasters www.tab.org/job-bank/find-job 502 E. 11th Street, Suite 200 Austin, TX 78701 512-322-9944 Anna.romero@tab.org	N	0
11	Texas Tech University Career Center www.hireredraiders.ttu.edu	N	0
12	Workforce Solutions Panhandle 1206 W. 7th Avenue Amarillo TX 79105 806-350-1606 Pflores@wspanhandle.com	N	0
13	West Texas A & M University Career Services https://app.joinhandshake.com/	N	0
14	Veteran Resource Center at F.S.S. VRC Director Verlene Dickson, U.S. Army-Retired 806-342-2509 vsdickson@fss-ama.org	N	0
15	Amarillo LULAC, Council # 4427 Attn: Abel Bosquez hireltnos@LULAC.org www.hirelatinos.org	N	0
16	Midwestern State University https://app.joinhandshake.com/	N	0
17	On-Air Announcements (all SEU stations)	N	0
18	Station Website Postings (one or more SEU stations)	N	0
19	Walk-In/Self-Referral	N	0
20	Facebook www.facebook.com	N	0
21	Word-of-Mouth Referral	N	0
22	Cumulus Careers Website cumulusmedia.jobs.net/en-US/	N	0
23	adzuna.com/	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	jobisjob.com/m	N	0
25	myjobhelper.com/	N	0
26	jobs.oodle.com/careers/careers/	N	0
27	jobspider.com/	N	0
28	trovit.com/	N	0
29	indeed.com/ <i>(not directly contacted by SEU)</i>	N	1
30	glassdoor.com/index.htm <i>(not directly contacted by SEU)</i>	N	0
31	linkedin.com/jobs/	N	0
32	abilitiesinjobs.com	N	0
33	asianinjobs.com	N	0
34	blackinjobs.com	N	0
35	hispanicinjobs.com	N	0
36	lgbtqinjobs.com	N	0
37	diversityinjobs.com	N	0
38	seniorsinjobs.com	N	0
39	womeninjobs.com	N	0
40	JOFDAV.com	N	0
41	disAbledperson.com	N	0
42	hireblacknow.com	N	0
43	hispanicjobexchange.com	N	0
44	africanamericanjobsearch.com	N	0
45	asianjobsearch.com	N	0
46	lgbtjobsearch.com	N	0
47	disabledjobseekers.com	N	0
48	usdiversityjobsearch.com	N	0
49	veterancareercenter.com	N	0
50	seniorstowork.com	N	0
TOTAL NUMBER OF INTERVIEWEES OVER REPORTING PERIOD			1

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2021, our SEU’s Market Manager took part in a presentation by Brooks Scott entitled, <i>Conversations of Race & Allyship in the Workplace</i> . During his presentation he emphasized the importance of learning better ways to communicate to create a healthier workplace environment. He discussed managing unconscious biases, team building around values, learning specific skills and tactics to navigate sensitive conversation, understanding how to give useful feedback, and encouraged attendees to hire, promote and acknowledge people who don’t look, think, act, and problem solve like them.
2	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 18, 2021, our SEU’s Market Manager participated in a presentation conducted by Merging Path Coaching entitled, <i>Managing Unconscious Bias</i> . This session focused on managing teams without a bias.
3	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers – Market Manager, Operations Manager, Business Manager – as well as the entire staff were required to complete courses online using ThinkZoom. Participants viewed five segments entitled “Working Well With Everyone,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Participate in and Sponsor Job Fair	On October 5, 2021, our SEU participated in and served as the media sponsor of a job fair hosted by the Texas Workforce Commission at the Amarillo Civic Center. Our SEU occupied a booth which was staffed by our Market Manager who spoke with job seekers about career opportunities in broadcasting and job openings within the SEU. Our SEU donated Public Service Announcements preceding and during this event.
5	Participate in Job Fair	On February 17, 2022, our SEU participated in a job fair hosted by West Texas A & M University. Our SEU occupied a booth which was staffed by our Market Manager who spoke with job seekers about career opportunities in broadcasting and job openings within the SEU.
6	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of December 2021, our SEU participated in harassment prevention training. All hiring managers – Market Manager, Business Manager, Operations Manager – as well as the entire staff were required to complete a course prepared by Mineral entitled, “Harassment Prevention.” The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.