

KBDR-FM, KNEX-FM, KQUR-FM
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

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
Marketing Consultant	1-6	1

KBDR-FM, KNEX-FM, KQUR-FM**EEO PUBLIC FILE REPORT****April 1, 2023 - March 31, 2024****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	Indeed.com 6433 Champion Grandview Way Building 1 Austin, Tennessee 78750 Phone : 210-854-2761 Url : https://www.indeed.com/ Debbie Barrera Manual Posting	N	6
2	Radio United On Air Announcements 216 W Village Blvd Ste 101 Laredo, Texas 78041 Phone : 9569928895 Angela Pina Manual Posting	N	0
3	Radio United RGV Job Board Posting 1300 N 10th St Ste. 200-I McAllen, Texas 78501 Phone : 956-992-8895 Angela Pina Manual Posting	N	0
4	Radio United Social Media 216 W Village Blvd Ste 101 Laredo, Texas 78041 Phone : 9567251000 Angela Pina Manual Posting	N	0
5	Radio United Website 1300 N 10th St. Suite 200-I McAllen, Texas 78501 Phone : 956-992-8895 Url : https://radiounited.com/ Irene Noriega Manual Posting	N	0
6	TAMIU - Handshake 5201 University Blvd Laredo, Texas 78041 Phone : 956-326-4473 Url : https://app.joinhandshake.com/ Job Listings Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Establishment of training programs for station personnel	During this reporting period, our SEU offered training to help media programming full-time employees to gain skills outside of their job description to advance in their career. The company CEO started a session of training once a month to develop a new generation of employees and help them to learn the fundamentals levels of management, such as planning organizing, leading, and controlling. Part of the training includes participation of team members in the weekly managers' meeting to interact, understand & develop their knowledge of management. These sessions started in April 2023 and will continue until the end of 2024.	3	*DigitalMedia Programming *DigitalMedia Programming *Promotions personnel
2	8/12/2023	Participation in events sponsored by organizations representing the community	Our SEU held the "Back to School Bash" at The Outlets of Laredo. In addition to providing kids and parents with school supplies for students, our SEU, along with other sponsors, provided opportunities for the public to be aware of open positions within our company and opportunities within the industry.	1	*Business Manager
3	11/28/2023	Participation in events or programs sponsored by educational institutions	Our SEU participated in Amparo Gutierrez Elementary Career day. The event was attended by our KQUR program Director and KNEX On Air Talent. They interacted with the students and other attendees to inform about careers, new trends of the radio industry and how our company operates.	2	*On Air Talent *Promotions Coodinator/On Air Talent
4	1/25/2024	Participation in events or programs sponsored by educational institutions	Our SEU participated in Clark Middle School career day. The event was attended by our KQUR program Director/ On air Talent, along with a another On Air Talent. Both interacted with students and other attendees and discussed careers, new trends of the radio industry and how our company operates.	2	*On Air Talent *Program Director/On Air Talent

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5	3/6/2024	Participation in events or programs sponsored by educational institutions	Our SEU participated in The Antonio Gonzalez Middle School Career day. The event,attended by our KQUR program Director and KQUR morning show host, interacted with students and other attendees and discussed careers, new trends of the radio industry and how our company operates.	2	*Program Director/On Air Talent *OnAir Talent
6	3/7/2024	Participation in events or programs sponsored by educational institutions	Our SEU participated in The K Tarver Elementary Career day. The event was attended by our KNEX Program Director/On Air Talent who interacted with students and other attendees and discussed careers, new trends of the radio industry and how our company operates.	1	*Program Director/ On Air Talent
7	3/27/2024	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Texas A&M Career Fair. The event was attended by the Director of Sales, Business Manager and Brand Activation Ambassador. Our SEU interacted with students and other attendees, providing information about career opportunities in the radio industry and job availabilities within the company.	3	*Director of Sales *Brand Activation Ambassador *Business Manager