

**KYKX(FM), KOOI(FM), KKUS(FM), KOYE(FM), KTLH(FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2022-March 31, 2023**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1, 2, 4-10, 12	8
Program/Content Director	5, 6, 8-10, 12	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 Reporting Period
1	<b>University of Texas at Tyler</b> 3900 University Boulevard Tyler, Texas 75799 Torma Brooks 903-565-5581 <a href="mailto:tbrooks@uttyler.edu">tbrooks@uttyler.edu</a>	N	0
2	<b>Tyler Junior College Career Services</b> 1327 South Baxter Avenue Tyler, Texas 75701 903-510-2200 Kim Harden <a href="mailto:khar@tjc.edu">khar@tjc.edu</a>	N	0
3	<b>Texas College</b> 2404 North Grand Avenue Tyler, Texas 75702 903-593-8311 X 2201 <a href="mailto:lbowie@texascollege.edu">lbowie@texascollege.edu</a>	N	0
4	<b>Le Tourneau University Career Services</b> <a href="https://www.collegecentral.com/letu/">https://www.collegecentral.com/letu/</a>	N	0
5	<b>Texas Association of Broadcasters</b> <a href="http://www.tab.org">www.tab.org</a>	N	0
6	<b>Alpha Media Career Website</b> <a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>	N	0
7	<b>Station Website Postings</b> ( <i>navigation link to Alpha Media Career website</i> )	N	1
8	<b>Indeed Website</b> <a href="http://www.indeed.com">www.indeed.com</a>	N	5
9	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	N	0
10	<b>Alpha Media Job Fair</b> ( <i>see Section III</i> )	N	0
11	<b>Longview News Journal</b> Joshua K Hart <a href="mailto:jhart@news-journal.com">jhart@news-journal.com</a>	N	0
12	<b>Internal Posting</b>	N	2
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			8

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Attend Job Fair	On February 9, 2023 our SEU attended a job fair at the Express Employment Professionals in Longview, Texas. Our SEU solicited local exhibitors and promoted the event on-air and online. Our SEU also participated as a local employer. SEU participants included our General Sales Manager who spoke with attendees about career opportunities in radio as well as job openings in sales within the SEU.
<b>2</b>	Host Job Fair	On August 19, 2022 our SEU hosted a job fair. Our SEU solicited local exhibitors, organized logistics, and promoted the event on-air and online. Our SEU also participated as a local employer. SEU participants included our Director of Sales as well as our Local Sales Manager, who spoke with attendees about career opportunities in radio as well as job openings in sales and programming within the SEU.
<b>3</b>	Internship	Beginning June 23, 2022 our SEU hosted an internship for a local high school student. During this time, the intern, supervised by the Director of Sales, learned programming, board operation, and other related radio jobs.