

KYKX(FM), KOOI(FM), KKUS(FM), KOYE(FM), KTLH(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	1, 2, 4-10, 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	University of Texas at Tyler 3900 University Boulevard Tyler, Texas 75799 Torma Brooks 903-565-5581 tbrooks@uttyler.edu	N	1
2	Tyler Junior College Career Services 1327 South Baxter Avenue Tyler, Texas 75701 903-510-2200 Kim Harden khar@tjc.edu	N	1
3	Texas College 2404 North Grand Avenue Tyler, Texas 75702 903-593-8311 X 2201 lbowie@texascollege.edu	N	0
4	Le Tourneau University Career Services https://www.collegecentral.com/letu/	N	0
5	Texas Association of Broadcasters www.tab.org	N	0
6	Alpha Media Career Website www.alphamediausa.com/careers	N	0
7	Station Website Postings (<i>navigation link to Alpha Media Career website</i>)	N	1
8	Indeed Website www.indeed.com	N	0
9	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
10	Alpha Media Job Fair (<i>see Section III</i>)	N	0
11	Longview News Journal Joshua K Hart jhart@news-journal.com	N	0
12	Internal Posting	N	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			5

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Host Job Fair	On August 11, 2021 our SEU hosted a job fair at the Hilton Garden Inn in Longview, Texas. 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 and Business Managers, who spoke with attendees about career opportunities in radio as well as job openings in sales and programming within the SEU.
2	Host Job Fair	On November 10, 2021 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 and Business Managers, who spoke with attendees about career opportunities in radio as well as job openings in sales and programming within the SEU.
3	Management-level training addressing equal employment opportunity and preventing discriminations	In October 2021, our SEU’s Market, Business, Sales, and Program Managers participated in ThinkHR training programs provided by Alpha Media entitled, “A Manager’s Guide to Diversity, Inclusion, and Accommodation,” “Harassment Prevention of US Managers,” and Preventing Bullying and Violence.”