

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: March 23, 2019 – March 22, 2020.

1) Employment Unit: Foster Communications

2) Unit Members (Stations and Communities of License): **KIXY-FM, San Angelo, Texas**  
**KKSA(AM), San Angelo, Texas**  
**KWFR(FM), San Angelo, Texas**  
**KCLL(FM), San Angelo, Texas**

3) EEO Contact Information for Employment Unit:

| Mailing Address:                      | Telephone Number | Contact Person / Title | E-mail Address                                |
|---------------------------------------|------------------|------------------------|---|
| P.O. Box 2191 San Angelo, Texas 76902 | 325-949-2112     | Rick Mantooth VP/GM    | Rick Mantooth at Foster Communications dot US |

4) Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

| Job Title            | Date Opened | Date Filled | # of Interviewees | Recruitment Sources Used | Recruitment Source of Hiree |
|----------------------|-------------|-------------|-------------------|--------------------------|-----------------------------|
| 1. Account Executive | Always      | 7-1-2019    | 1                 | 12                       | 12                          |
| 2. Account Executive | Always      | 3-16-2020   | 7                 | 12                       | 12                          |
| 3.                   |             |             |                   |                          |                             |

Sources used depending upon position:

| Reference Number | Name of Organization Notified of Job Vacancy  | Contact Person          | Address  | Telephone Number                     | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|------------------|---|-------------------------|--|--------------------------------------|----------------------------|--|
| 1                | SAN ANGELO STANDARD TIMES<br><a href="http://WWW.GOSANANGELO.COM">WWW.GOSANANGELO.COM</a> | CINDY NAVARRO           | PO BOX 5111<br>SAN ANGELO, TEXAS 76902                                 | 325-653-1221                         |                            | NO   |
| 2                | MONSTER.COM – VIA STANDARD TIMES  | CINDY NAVARRO           | PO BOX 5111<br>SAN ANGELO, TEXAS 76902                                 | 325-653-1221                         |                            | NO   |
| 3                | TEXAS WORKFORCE COMMISSION  | JACKIE                  | 122 SOUTH OAKES<br>SAN ANGELO, TEXAS 76903                             | 325-653-2321                         |                            | NO   |
| 4                | EVINS PERSONNEL   | BETTY                   | 3115 SOUTHWEST BLVD.<br>SAN ANGELO, TEXAS 76904                        | 325-944-2571                         |                            | NO   |
| 5                | WEST TEXAS TRAINING CENTER  | CAREN                   | 3501 N Us Highway 67,<br>San Angelo, TEXAS 76903                       | 325-481-8300                         |                            | NO   |
| 6                | ALL ACCESS MUSIC GROUP<br>ALLACCESS.COM   | JOEL DENVER             | 28955 PACIFIC COAST HWY STE 210<br>MALIBU, CA 90265                    | 310-457-6616 (P)<br>310-457-8058 (F) |                            | NO   |
| 7                | ASU CAREER DEVELOPMENT CSO SYSTEM   | ADRA ENOS               | 2601 W AVE. N<br>SAN ANGELO, TX 76904                                  | 325-942-2255                         |                            | NO   |
| 8                | UNITED WAY OF THE CONCHO VALLEY   | PATTI BREITREITER       | 955 TURNER<br>SAN ANGELO, TX 76903                                     | 325-949-3716                         |                            | NO   |
| 9                | NAACP – SAN ANGELO BRANCH   | GARLAND OR CLARA FREEZE | PO BOX 5796<br>SAN ANGELO, TX 76902                                    | 325-949-0784                         |                            | NO   |
| 10               | TEXAS BUSINESS WOMEN  | MARY BLAKELEY           | <a href="mailto:MBLAKELEY@SUDDENLINK.NET">MBLAKELEY@SUDDENLINK.NET</a> | 325-212-8791                         |                            | NO   |
| 11               | SPHERION  | BONNIE CUELLAR          | 3467 KNICKERBOCKER RD, STE. A<br>SAN ANGELO, TX                        | 325-944-4006                         |                            | NO   |
| 12               | EMPLOYEE / COLLEAGUE REFERRAL   |                         |  |                                      | 2                          | NO   |
| 13               | STATION WEBSITES  |                         |  |                                      |                            | NO   |
| 14               | Linked In   |                         |  |                                      |                            | NO   |
| 15               | Indeed.com  |                         |  |                                      |                            | NO   |
| 16               | TAB.ORG   |                         |  |                                      |                            | NO   |
| 17               | Station's Social Media Sites  |                         |  |                                      | 6                          | NO   |

- 6) **Total # of Interviewees Referred:** For the period from March 23, 2019 through March 22, 2020, this Employment Unit interviewed 8 interviewees for full-time job vacancies.
- 7) **Supplemental Recruitment Initiatives.** List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) **Initiative:** WALTON A. FOSTER MEMORIAL SCHOLARSHIP FUND

The Employment Unit established in 1999, and continues to fund the Walton A. Foster Memorial Scholarship through Angelo State University, San Angelo, Texas. The scholarships are awarded to a junior or senior Communications/Journalism major at the University during each fall and spring semester. We continue to receive thank you letters from recipients indicating how they have been able to pursue their goals in these fields due to having received the scholarships.

(b) **Initiative:** INTERN PROGRAM

The Employment Unit conducts an internship program that is available for students referred by the Angelo State University Communications/Journalism Department interested in learning more about a career in broadcasting. Interns will typically spend nine to twelve hours per week at the stations or on location with station personnel during live broadcasts, gaining a broad and general overview of the radio broadcast industry. Interns are able to participate in discussions and planning for music programming, promotions and public service, as well as hands on operator experience if they so desire. Upon successful completion of a semester as an intern with Foster Communications Co., Inc., students earn credit toward their degree. The intern is under the direct supervision of one of the station's program directors, and works with the entire programming staff, and also has interaction with the sales and administrative staffs. The internship initiative has resulted in the hiring of some of its participants on a part-time basis, to allow them to continue learning and gaining experience in the broadcast industry, while completing their education.

## END OF REPORT

If your organization regularly distributes information about employment opportunities to job applicants and would like to receive notification of job vacancies with our company, please notify:

Katie Apperson, Business Manager  
Foster Communications Co., Inc.  
P.O. Box 2191 San Angelo, Texas 76902

Phone: 325-949-2112 Fax: 325-944-0851  
E-mail: katie @ fostercommunications . us

**Foster Communications Co., Inc., KIXY-FM, KKSA-AM, KWFR-FM, KCLL-FM, is an Equal Opportunity Employer, women and minorities are encouraged to apply.**