

KCOL-FM, KIOC, KKMY, KLVI, KYKR
EEO PUBLIC FILE REPORT
April 1, 2019 - March 31, 2020

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
Outside Sales - Account Executive	1-11	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Advanced Staffing 2358 Eastex Frwy. Beaumont, Texas 77703 Phone : 409-935-5566 ext. 101 Email : staff@advancedstaffinginc.com Tammy McDaniel	N	0
2	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
3	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	1
4	Internal Posting (Bulletin Board) 2885 I-10 East Beaumont, Texas 77702 Phone : 409-241-1657 Susan LaBure Manual Posting	N	0
5	Jobs Today Newspaper 795 Willow Beaumont, Texas 77701 Phone : 409-833-1755 Url : www.jobstodayset.com Email : mary@jobstodayset.com Mary Bond	N	0
6	Lamar University/Career & Testing Center 4400 MLK Blvd. Beaumont, Texas 77710 Phone : 409-880-8878 Url : www.lamar.edu/careerandtestingcenter Career Services Manual Posting	N	0
7	Linked In	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Station Websites 2885 I 10 East Beaumont, Texas 77702 Phone : 409-896-5555 Susan LaBure Manual Posting	N	0
9	Texas Association of Broadcasters 502 E. 11th St. Ste. 200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Anna Romero	N	0
10	Texas Workforce Commission 304 Pearl St. Beaumont, Texas 77701 Phone : 409-839-8045 Email : glynn.gatlin@twc.state.tx.us Fax : 1-409-833-3913 Glynn Gatlin	N	0
11	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			2

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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	6/1/2019	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Nederland High School's Journalism Classes Career Day in June 2019 in Nederland, TX. Program Director Jim Love discussed careers in radio with interested attendees, discussed internship and employment opportunities in broadcasting.	1	Program Director
2	8/3/2019	Participation in events or programs sponsored by educational institutions	Our News Director served as a speakerPress Club of Southeast Texas. They met in August of last year with journalism students from Lamar University to discuss opportunities in the media field. He participated in a panel that answered questions from the students and discussed how they got started in the industry.	1	News Director
3	9/1/2019	Participation in events sponsored by community groups	Our SEU participated in theBoyScouts of America Tour of facility in Beaumont, TX. Program Director, Jim Love, discussed careers in radio with interested attendees, discussed internship and employment opportunities in broadcasting and demonstrated using studio equipment.	1	Program Director
4	11/2/2019	Participation in events or programs sponsored by educational institutions	Our News Director served as a speaker at Lamar University in Beaumont, TX. He addressed his career path in broadcasting, how to break into the broadcast industry, and educational requirements for a career in broadcasting.	2	News Director Account Executive
5	3/4/2020	Provision of training to management	In March, 2020, one of our SEUs Managers took the Value Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	SVP of Sales