

KAGG, KKYS, KNFX-FM, KVJM
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

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 |
|------------------|--|-------------------------------|
| Program Director | 1-9 | 4 |

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 1 | Blinn College Box 6030 Bryan, Texas Phone : 979-209-7542 Url : www.collegecentral.com/blinncollege Career Services Manual Posting | N | 0 |
| 2 | Current Employee | N | 1 |
| 3 | 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 |
| 4 | 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 |
| 5 | SFA State University PO Box 13032, SFA Station Nacogdoches, Texas 75962 Phone : 936-468-3305 Fax : 1-936-468-6638 Sherry Moore | N | 0 |
| 6 | Texas A&M University John J Koldus Bldg Suite 209 College Station, Texas 77843 Phone : 979-845-5139 Url : www.hireaggies.tamu.edu Sharon Morrison Manual Posting | N | 0 |

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| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|--|--|--|---|
| 7 | Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : jobs@tab.org Fax : 1-512-322-0522 Anna Romero | N | 0 |
| 8 | Texas Workforce Solutions PO Box 149333 Austin, Texas Phone : 800-252-3616 Url : www.twc.state.tx.us/jobs/job.html Email : oestexas@idcf.bls.gov Fax : 1-866-463-6666 Career Services | N | 0 |
| 9 | www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 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 | 4/11/2018 | Participation in Job Fairs | Chamber of Commerce hosted a job fair which Jerry Ferch (SVP of sales) and Evan Armstrong (area president) attended. We did trade to have a booth at the event. | 2 | SVP OF SALES AREA PRESIDENT |
| 2 | 5/7/2018 | Provision of training to management | Completed the online training course "Preventing Sexual Harassment for Managers" | 1 | OPERATIONS MGR |
| 3 | 11/14/2018 | Participation in Job Fairs | Bryan Chamber of Commerce hosted a job fair and we ran trade for a booth at the job fair. Jerry Ferch (SVP of sales) and Evan Armstrong (Area President) both attended. | 2 | SVP OF SALES AREA PRESIDENT |
| 4 | 3/14/2019 | Provision of training to management | Online Training Course " Preventing Age Discrimination for Managers and Supervisors" | 1 | SVP OF SALES |
| 5 | 3/26/2019 | Provision of training to management | Completed online course "Disability Discrimination and Accommodation" | 1 | Area President |