

KBGO, KBRQ, KIIZ-FM, KLFX, KWTX, KWTX-FM, WACO-FM**EEO PUBLIC FILE REPORT**

April 1, 2019 - April 1, 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 Account Executive	1-11	5
Outside Account Executive	1-11	5

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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	Baylor University Career Services One Bear Place #97036 Waco, Texas 76798 Url : baylor.edu/careerservices Career Services Manual Posting	N	0
2	Cen-Tex Hispanic Chamber of Commerce 915 LaSalle Ave Waco, Texas 76701 Phone : 254-754-7111 Joe Rodrigues Manual Posting	N	0
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	2
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	0
5	Indeed.com - Not Directly Contacted by SEU	N	3
6	McLennan County Community College Office of Career Development 1400 College Drive Waco, Texas 76708 Melinda Ingram Manual Posting	N	0
7	Paul Quinn College Career Development 3837 Simpson Stuart Rd Dallas, Texas 75241 Patricia Johnson Manual Posting	N	0
8	Texas Association of Broadcasters Website Texas Url : tab.org Email : jobs@tab.org Anna Romero	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
9	Texas State Technical College 3801 Campus Drive Waco, Texas 76708 Phone : 254-799-3611 Url : TSTC.edu Career Services Manual Posting	N	0
10	Waco Chamber of Commerce P.O.Box 1220 Waco, Texas Phone : 254-752-6551 Career Services Manual Posting	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:			5

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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	3/6/2020	Participation in events or programs sponsored by educational institutions	Friday March 6th KWTX-FM 97.5 presented 7 sessions to the students of Lorena Elementary School. Jennifer Allen and Shelby Rhodes went through the process of building a radio station, format selection, branding, FCC basics, and the roles of each team member on staff. The event was held from 9:00am to 1:30pm with approximately 130 students k-7th grade in attendance.	3	SVP OF SALES PROGRAM DIRECTOR PROMOTIONS DIRECTOR
2	3/15/2020	Participation in events or programs sponsored by educational institutions	Hosted a class field trip for the Columbus Avenue Baptist Church pre-K class on Thursday morning, March 5th from 11am until noon. The class consisted of five (5) children ages 4 and 5 and two instructors We explained how the radio station works from on-air breaks to commercial production along with a tour our facility and offices and question and answer session. Children were also allowed to record their voices and listen to the playback to demonstrate how radio audio works.	3	PROGRAM DIRECTOR SVP OF SALES AREA PRESIDENT
3	3/20/2020	Listing of each upper-level category opening in a job bank or newsletter	Promoted a position in Sales Account Management using several sources that reach minorities, women and other broadcast entities.	2	Area President SVP OF SALES