

KLLL-FM, KMMX(FM), KONE(FM), KBTE(FM)
EEO PUBLIC FILE REPORT
April 1, 2017-March 31, 2018¹

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	1-14	4
Account Executive	1-14	14
Account Executive	1-14	14
Account Executive	1-13	4
Account Executive	1-4, 6-14	4

¹ This Report provides recruitment data collected through March 21, 2018.

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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	Allaccess.com www.allaccess.com Career Services	No	0
2	Lubbock Christian University 5601 19 th Street Lubbock, TX 79407 www.lcu.edu/resources-services/career-	No	0
3	Texas Workforce 101 E. 15 th St. Rm 651 Austin, TX 78778 www.workintexas.com Margaret Moten	No	0
4	Indeed.com Career Services	No	13
5	Texas Tech University PO Box 45006 Lubbock, TX 79409 Phone: 806/742-2210 http://ww.depts.ttu.edu/careercenter/hiredraiders.php Barbara Pittman	No	0
6	Internal Posting 33 Briercroft Office Park Lubbock, TX 79412 Email: Celeste.collins@alphamediausa.com	No	0
7	South Plains College 1401 College Ave. Levelland, TX 79336 www.collegecentral.com/southplainscollege	No	0
8	Houston MBDA Business Center 2302 Fannin St Suite 165 Houston, TX 77002	No	0
9	Hispanic Chamber of Commerce 1327 N Main St Fort Worth, TX 76106	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Dallas Black Chamber of Commerce 2838 MLK Jr. Blvd. Dallas, TX 75215	No	0
11	Wayland Baptist University 1900 W. 7 th Street, #667 Lubbock, TX 79072	No	0
12	Greater Dallas Asian American Chamber of Commerce 1402 N. Corinth St. Suite #1070 Dallas, TX 75215	No	0
13	On-Air Announcements (one or more SEU stations)	No	0
14	Word-of-Mouth Referral	No	4
TOTAL INTERVIEWEES OVER REPORTING PERIOD			17

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	Our SEU hosts an internship program that offers students an opportunity to gain hands-on experience in radio broadcasting under the tutelage of knowledgeable and skilled professionals. During this reporting period we hosted two (2) student interns, one (1) from Texas Tech University and one (1) from Lubbock Christian University. The interns assisted our production, programming and/or traffic departments, and helped promotions staff with social media, event marketing, and station promotions. The internship program was overseen by the SEU's Director of Digital Media, who also serves as the Director of Special Projects. He strives to expose students to all departments and, depending on their interest, have them observe and assist particular department efforts.
2	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On September 6, 2017, our SEU participated in an on-site job fair at Lubbock Christian University. SEU participants included our Business Manager and Operations Manager, who discussed careers in broadcasting with interested attendees
3	Host Job Fair	From March 19-20, 2018, our SEU hosted a Virtual Career Fair, employing an interactive online platform to connect local job seekers to jobs at our stations. The event was promoted via on-air announcements. SEU participants included our Business Manager, Director of Sales, and Sales Assistant, who monitored the online activity and interacted with fair attendees.