

**KGNC(AM), KGNC-FM, KXGL(FM), KVWE (FM)  
EEO PUBLIC FILE REPORT**

**April 1, 2022-March 31, 2023**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sales Manager	1, 7, 10-12	7
Digital Sales Specialist	1, 7, 10-12	12
On Air Talent Full Time	1-2, 7-8, 10-12	8

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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	<b>Alpha Media Career Website</b> www.alphamediausa.com/careers	No	1
2	<b>Amarillo College (KACV-TV/FM)</b> Contact: Dr. Paul Matney P. O. Box 447 Amarillo, TX 79178 806.371.5222	No	0
3	<b>Texas Association of Broadcasters</b> Ann Arnold Center 502 E. 11 <sup>th</sup> Street, Suite 200 Austin, TX 512.322.9944	No	0
4	<b>Amarillo Hispanic Chamber of Commerce</b> 5725 W Amarillo Blvd Amarillo, TX 79106 806.379.8800	No	0
5	<b>Texas Employment Commission</b> 1206 W 7 <sup>th</sup> Amarillo, TX 79106 806.372.5521 ext 0314	No	0
6	<b>West Texas A&amp;M University</b> Communications Department Contact: Trudy L. Hanson P. O. Box 747 Canyon, TX 79016 806.651-2000	No	0
7	<b>Indeed Website</b> (automated posting from Alpha careers website) www.indeed.com	No	2
8	<b>All Access Website</b> www.allaccess.com	No	1
9	<b>On-Air Announcements</b> (one or more SEU stations)	No	0
10	<b>Walk-In/Referral</b>	No	1
11	<b>Word-of-Mouth Referral</b>	No	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	<b>LinkedIn</b> www.linkedin.com	No	2
13	<b>Facebook</b> www.facebook.com	No	0
14	<b>SEU Job Fairs</b>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			8

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in Job Fair	On May 22,2022, our SEU participated in the Hamlin HS Career Fair hosted by Hamlin High School. SEU participants included our Content Director and Operations Manager, who spoke about the SEU’s full time positions and internships.
<b>2</b>	Participate in Job Fair	On October 4, 2022, our SEU participated in the Amarillo Career Fair hosted by the City of Amarillo at the Civic Center. SEU participants included our Market Manager and Operations Manager, who spoke about the SEU’s full time positions and accepted applications.
<b>3</b>	Participate in events/programs with educational institutions	On October 12, 2022, our SEU’s Content Director spoke to the West Texas A&M University Copy Writing Lab of Professor Daniel Klaehn regarding job opportunities and requirements in Broadcasting.
<b>4</b>	Participate in events/programs with educational institutions	On October 14, 2022, our SEU hosted the West Texas A&M Copy Writing Lab for a tour of the stations/facility.
<b>5</b>	Participate in events/programs with educational institutions	On May 22, 2022 and again on November 22, 2022, Our SEU’s Content Director participated in West Texas A&M University’s student outreach program as a Media and AG Career Advisor. He conducted mock interviews with Mass communication and AG students for careers in broadcasting and Mass Media. He reviewed with the participants their resumes, sound checks, video clips and applications going over what media employers are seeking from applicant in the job market. Our SEU participates twice a year, every year.
<b>6</b>	Participate in events/programs with educational institutions	On April 21, 2022 and November 9, 2022, our SEU’s Sales Manager hosted West Texas A&M University students for mock interviews and careers in Radio Sales.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
7	Internship Program	During this reporting period, our SEU hosted a student majoring in Digital Communications at West Texas A&M University for an internship. From December 2, 2022 to May 2023 the intern is completing 150 hours with our SEU, supervised by our Market Manager and Operations Manager. He received practical training and experience in radio broadcasting. The intern is “shadowing” members of our Promotions, On-Air, Traffic, Business and Sales departments, which is providing him with the experience needed in all areas of radio broadcasting
8	Participate in events/programs with educational institutions	On January 23, 2023, our SEU’s Content Director participated in the annual Socialite Scholarship Drive designed to raise money for scholarships for students with GED’s. The Content Director addressed the applicants with information on careers in media and how to find a job in broadcasting and Mass Media.