

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

April 1, 2021-March 31, 2022

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
Market Manager	1, 7, 11	11
Production Director	1, 3, 7, 11-13	12
Operations Manager	1, 7-8, 11-13	8
Local Sales Manager	1, 7, 12	12
Account Executive	1, 7, 11-13	1

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	LinkedIn www.linkedin.com	No	4
13	Facebook www.facebook.com	No	0
14	SEU Job Fairs	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			24

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training addressing equal employment opportunity and preventing discrimination	On April 15, 2021, our SEU's Business Manager hosted a training meeting with SEU's Operations Manager, the Traffic Manager as well as the Market Manager regarding compliance with the FCC's EEO rules, reviewing information prepared by outside communications counsel for Alpha Media. Assignments were given to employees, including review and expansion of SEU's recruitment list, internship recruitment and job fair participation.
2	Participate in Job Fair	On April 20, 2021, our SEU participated in the Amarillo Virtual job fair hosted by Workforce Solutions of the Panhandle. SEU participants included our Market Manager and Operations Manager, who spoke about the SEU's open positions and answered questions submitted live on line. The Operations Manager discussed career opportunities and diversity in broadcasting with an emphasis on sales.
3	Participate in Job Fair	On May 11, 2021, our SEU participated in the West Texas A&M University Spring Career Expo hosted by West Texas A&M University. SEU participants included our Market Manager and Operations Manager, who spoke about the SEU's full time positions and internships.
4	Mentorship Program	In May 2020 the SEU's part time Board Operator expressed an interest in engineering. The SEU's Engineer set up a training program to assist him in learning the skills required for AM/FM Engineering which continues today. The Board operator shadows the SEU's Engineer up to 20 hours per week, learning the FCC rules for Chief Operators, transmitter monitoring and other practices.
5	Management-level training addressing equal	Between the dates of Sept 1, 2021 and November 15, 2021, our SEU's Market and Business Manager

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
	employment opportunity and preventing discrimination	participated in ThinkHR training program provided by Alpha Media entitled, "EEO and Lawful Hiring" enforcing good hiring practices and non-discrimination and A Manager's Guide to Diversity Inclusion and Accommodation.
6	Participate in Job Fair	On October 14, 2021, our SEU participated in the West Texas A&M University Fall Career Expo hosted by West Texas A&M University. SEU participants included our Market Manager and Operations Manager, who spoke about the SEU's full time positions and internships. SEU also participated in Mock interviews with students to give them a feel for job searches.