

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

**April 1, 2023-March 31, 2024**

**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> |
|----------------------------------|--|---------------------------|
| Receptionist/Traffic Coordinator | 1, 6, 8-11, 13-15                                      | 1                         |
| Integrated Marketing Consultant  | 1, 6, 8-11, 13-15                                      | 8                         |
| Integrated Marketing Consultant  | 1, 6, 8-11, 13-15                                      | 9                         |

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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><br>www.alphamediausa.com/careers   | No  | 2  |
| 2         | <b>Amarillo College (KACV-TV/FM)</b><br>Contact: Dr. Paul Matney<br>P. O. Box 447<br>Amarillo, TX 79178<br>806.371.5222                            | No  | 0  |
| 3         | <b>Texas Association of Broadcasters</b><br>Ann Arnold Center<br>502 E. 11 <sup>th</sup> Street, Suite 200<br>Austin, TX<br>512.322.9944           | No  | 0  |
| 4         | <b>Texas Employment Commission</b><br>1206 W 7 <sup>th</sup><br>Amarillo, TX 79106<br>806.372.5521 ext 0314  | No  | 0  |
| 5         | <b>West Texas A&amp;M University</b><br>Communications Department<br>Contact: Trudy L. Hanson<br>P. O. Box 747<br>Canyon, TX 79016<br>806.651-2000 | No  | 0  |
| 6         | <b>Indeed Website</b> (automated posting from Alpha careers website)<br>www.indeed.com   | No  | 2  |
| 7         | <b>All Access Website</b><br>www.allaccess.com   | No  | 0  |
| 8         | <b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )  | No  | 1  |
| 9         | <b>Walk-In/Referral</b>  | No  | 1  |
| 10        | <b>Word-of-Mouth Referral</b>  | No  | 1  |
| 11        | <b>LinkedIn</b> <a href="http://www.linkedin.com">www.linkedin.com</a> (automated posting from Alpha careers website)                              | No  | 2  |
| 12        | <b>Facebook</b> www.facebook.com   | No  | 0  |

| RS Number                                       | RS Information  | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|---|---|--|
| 13  | <b>Glassdoor</b> <a href="http://www.glassdoor.com">www.glassdoor.com</a> (automated posting from Alpha careers website)          | No  | 0  |
| 14  | <b>ZipRecruiter</b> <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a> (automated posting from Alpha careers website) | No  | 0  |
| 15  | <b>SEU Job Fairs</b>  | No  | 0  |
| <b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b> |   |   | 9  |

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**III. RECRUITMENT INITIATIVES**

|          | <b>Type of Recruitment Initiative<br/>(Menu Selection)</b>   | <b>Brief Description of Activity</b>  |
|----------|--|---|
| <b>1</b> | Participate in Job Fair                                      | On April 11,2023, our SEU participated in the Amarillo Career Fair hosted by Texas Workforce. SEU participants included our Sales Manager and Operations Manager, who met and spoke with people about the SEU’s full time positions and internships.  |
| <b>2</b> | Participate in Job Fair                                      | On October 9, 2023, our SEU participated in the Amarillo Career Fair hosted by Texas Workforce at the Amarillo Civic Center. SEU participants included our Sales 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 25, 2023, our SEU’s Sales Manager spoke to the West Texas A&M University Ag Economics class regarding job opportunities and requirements in Broadcasting.  |
| <b>4</b> | Participate in events/programs with educational institutions | On November 20, 2023 Our SEU’s Sales Manager 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 every year. |
| <b>5</b> | 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 January 2024 to June 2024 the intern is completing 150 hours with our SEU, supervised by our Market Manager and Operations Manager. She received practical training and experience in radio broadcasting. The intern is “shadowing” members of our Promotions, On-Air, Traffic, Business and Sales                               |

|   | <b>Type of Recruitment Initiative<br/>(Menu Selection)</b>                                      | <b>Brief Description of Activity</b>  |
|---|---|---|
|   |   | departments, which is providing him with the experience needed in all areas of radio broadcasting   |
| 6 | Management-level training addressing equal employment opportunity and preventing discrimination | On September 15, 2023, our SEU's Business Manager, Market Manager, Sales Manager and Operations Manager, participated in an interactive training webinar presented by Alpha's FCC counsel, Wiley Rein LLP, regarding compliance with the FCC's EEO rules. |