

KLLL-FM, KMMX(FM), KONE(FM), KBTE(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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1,2,4, 6-12, 17-19	10
Account Executive (2)	1,4, 6-12, 17-19	10, 10
Digital Sales Specialist	1,4, 6-12, 17-19	10
Administrative Assistant	1,4, 6-12, 18-20	6
Account Executive	4, 6-12, 18-20	10

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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	Texas Workforce 101 E. 15 th St. Rm 651 Austin, TX 78778 www.workintexas.com Margaret Moten	No	0
3	South Plains College 1401 College Ave. Levelland, TX 79336 www.collegecentral.com/southplainscollege	No	0
4	Internal Posting 33 Briercroft Office Park Lubbock, TX 79412 Email: chelsey.smith@alphamediausa.com	No	0
5	Lubbock Christian University 5601 19 th Street Lubbock, TX 79407 www.lcu.edu/resources/career-services/job-listings	No	0
6	Indeed.com Career Services	No	6
7	Texas Tech PO Box 45006 Lubbock, TX 79409 www.ttu.12twenty.com/jobpostings#	No	1
8	Alpha Media Careers Website www.alphamediausa.com/careers	No	0
9	On-Air Announcements (<i>one or more SEU stations</i>)	No	1
10	Word-of-Mouth Referral	No	12
11	Job Fairs (<i>see Sec. III</i>)	No	0
12	Unknown (<i>unable to adequately identify upon SEU inquiry</i>)	No	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Greater Dallas Asian American Chamber of Commerce 1402 N. Corinth St. Dallas, TX 75215	No	0
14	Dallas Black Chamber of Commerce 2838 MLK Jr Blvd Dallas, TX 75215	No	0
15	Texas Tech University PO Box 45006 Lubbock, TX 79336	No	0
16	Wayland Baptist University 1900 W 7th Street Lubbock, TX 79072	No	0
17	Station Facebook Posting (<i>one or more SEU stations</i>)	No	0
18	Ziprecruiter.com	No	0
19	Linked In www.linkedin.com	No	5
20	Simply Hired	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			28

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participated in Job Fair	On October 20, 2022, our SEU participated a job fair hosted by Workforce Solutions South Plains. SEU participants included our Content Director, Market Manager and Business Manager, who discussed careers in broadcast radio with interested attendees.
2	Establish an internship program designed to assist members of the community to acquire skills needed for broadcast employment	Our internship program offers students the opportunity to sharpen their professional skills for a career in radio. This allows the student to receive credits and to get valuable experience in radio. During this reporting year, two students from Texas Tech University participated in our program.
3	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination (3)	In March 2023, our Business Manager participated in Mineral training programs provided by Alpha Media entitled, “Valuing Diversity,” “Preventing Employee Discrimination,” and “Workplace Harassment”