

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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-4, 6-12, 17	6
Account Executive	1-4, 6-12, 17	10, 10
Board Operator	1-2, 4, 6, 8-12	6
Board Operator	1-2, 4, 6, 8-12	8
On Air Talent	1-4, 6, 8-12	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>Allaccess.com</b> <a href="http://www.allaccess.com">www.allaccess.com</a> Career Services	No	1
2	<b>Texas Workforce</b> 101 E. 15 <sup>th</sup> St. Rm 651 Austin, TX 78778 <a href="http://www.workintexas.com">www.workintexas.com</a> Margaret Moten	No	0
3	<b>South Plains College</b> 1401 College Ave. Levelland, TX 79336 <a href="http://www.collegecentral.com/southplainscollege">www.collegecentral.com/southplainscollege</a>	No	0
4	<b>Internal Posting</b> 33 Briercroft Office Park Lubbock, TX 79412 Email: <a href="mailto:chelsey.smith@alphamediausa.com">chelsey.smith@alphamediausa.com</a>	No	0
5	<b>Lubbock Christian University</b> 5601 19 <sup>th</sup> Street Lubbock, TX 79407 <a href="http://www.lcu.edu/resources/career-services/job-listings">www.lcu.edu/resources/career-services/job-listings</a>	No	0
6	<b>Indeed.com</b> Career Services	No	9
7	<b>Texas Tech</b> PO Box 45006 Lubbock, TX 79409 <a href="http://www.ttu.12twenty.com/jobpostings#">www.ttu.12twenty.com/jobpostings#</a>	No	0
8	<b>Alpha Media Careers Website</b> <a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>	No	3
9	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	3
10	<b>Word-of-Mouth Referral</b>	No	9
11	<b>Job Fairs</b> ( <i>see Sec. III</i> )	No	0
12	<b>Unknown</b> ( <i>unable to adequately identify upon SEU inquiry</i> )	No	4

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
13	<b>Greater Dallas Asian American Chamber of Commerce</b> 1402 N. Corinth St. Dallas, TX 75215	No	0
14	<b>Dallas Black Chamber of Commerce</b> 2838 MLK Jr Blvd Dallas, TX 75215	No	0
15	<b>Texas Tech University</b> PO Box 45006 Lubbock, TX 79336	No	0
16	<b>Wayland Baptist University</b> 1900 W 7th Street Lubbock, TX 79072	No	0
17	<b>Station Facebook Posting</b> ( <i>one or more SEU stations</i> )	No	0
18	<b>Ziprecruiter.com</b>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			29

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participation in Events or Programs Sponsored by Educational Institutions	On May 11, 2021, our SEU participated as a judge for the Rawls College of Business Sales & Customer Relationship Strategy Competition where students presented projects assigned by sponsoring organizations to develop sales and go-to-market strategies
<b>2</b>	Participated in Job Fair	On June 23, 2021, our SEU participated an online job fair hosted by Workforce Solutions South Plains. SEU participants included our Director of Sales and Business Manager, who discussed careers in sales with interested attendees.
<b>3</b>	Participated in Job Fair	On November 17, 2021, our SEU attended an on-site job fair hosted by Brownfield Works. SEU participants included our Business Manager, who discussed careers in sales and broadcasting with interested attendees.
<b>4</b>	Participated in Job Fair	On March 23, 2022, our SEU participated an online job fair hosted by Workforce Solutions South Plains. SEU participants included our Director of Sales and Business Manager, who discussed careers in sales with interested attendees.
<b>5</b>	Hosted Job Fair	On March 28, 2022, our SEU hosted a job fair at its facilities, recruiting for open sales positions, traffic coordinator and board operators. Our managers were available to meet one-on-one with attendees to talk about Alpha Media. Station participants included our Market Manager, Sales Managers, Operations Manager and Business Manager. The event was promoted on all SEU stations.