

KLAK(FM), KMAD-FM, KMKT(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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
No hires were made during this reporting period.		

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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	Word-of-Mouth Referral	No	0
2	All Access Website www.allaccess.com	No	0
3	Allen Chamber 210 West McDermott Drive, Allen, TX 75013 Contact: Angel Wood Phone: 972-727-5585	No	0
4	Alpha Media Career Website www.alphamediausa.com/careers	No	0
5	Indeed Website www.indeed.com	No	0
6	Austin College 900 N Grand Ave., Sherman, TX 75090 Contact: Career Services Phone: 903-813-2000	No	0
7	Celina Chamber 201 Preston Road, Celina, TX 75009 Contact: Career Service Phone: 972-382-3300	No	0
8	Choctaw Career Development PO Box 1210, Durant, OK 74701 Contact: Kelli Ostman Phone: 866-933-2260 Fax: 580-920-1514 Email: kostman@choctawnation.com	No	0
9	Collin College 2800 E Spring Creek Parkway, Plano, TX 75074 Contact: Dr Mary McCrae Phone: 972-881-5790	No	0
10	Denison Chamber 313 W Woodard, Denison, TX 75020 Contact: Career Services Phone: 903-465-1551	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Frisco Chamber of Commerce Frisco, Texas Contact: Career Services Phone: 972-335-9522	No	0
12	Grayson Co College 6101 Grayson Drive, Denison, TX 75020 Contact: Gretchen Huff Phone: 903-415-2544 Email: huffg@grayson.edu	No	0
13	Kiamichi Technology Center 810 Waldron Road, Durant, OK 74701 Contact: Jennifer Davis Phone: 580-924-7081 Fax: 580-924-2790 Email: jdavis@ktc.edu	No	0
14	McKinney Chamber of Commerce 2150 S Central Expressway #150, McKinney, TX 75070 Contact: Career Service Phone: 972-542-0163	No	0
15	Plano Chamber of Commerce 1200 E 15 th Street, Plano, TX 75074 Contact: Sue Rackers Phone: 972-434-7547	No	0
16	Sherman Chamber of Commerce 307 Wet Washington Street, #100, Sherman, TX 75090 Contact: Eddie Brown Phone: 903-893-1184	No	0
17	LinkedIn www.linkedin.com	No	0
18	On-Air Announcements (one or more SEU stations)	No	0
19	Walk-Ins	No	0
20	Facebook.com www.facebook.com	No	0
21	Job Fairs (See Sec. III)	No	0
TOTAL INTERVIEWES OVER REPORTING PERIOD			0

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On September 27, 2023, our SEU participated in the Southeastern Oklahoma Fall Career Fair, which was hosted by Southeastern Ok State University. SEU participants included our Operations Manager, who met and spoke with students about career opportunities in broadcasting with an emphasis on sales as well as job openings within the SEU.
2	Host Job Fair	July 22, 2023 our SEU hosted the Alpha Media North Texas Job Fair presented by Ruiz Foods and Gaming Capital Group. Fifteen prominent local businesses participated hosting group discussions and providing on-the-spot interviews. The SEU's Market Manager, Sales Manager, Operations Manager, Production Director and Program Directors hosted the event. Participants each had booths and provided interviews, accepted applications and some hired attendees on the spot.
3	Host Job Fair	January 20, 2024 our SEU hosted the Alpha Media North Texas Job Fair presented by Ruiz Foods. Ten prominent local businesses participated hosting group discussions and providing on-the-spot interviews. The SEU's Market Manager, Sales Manager, Operations Manager, Production Director and Program Directors hosted the event. Participants each had booths and provided interviews, accepted applications and some hired attendees on the spot.
4	Participate in Job Fair	On September 14, 2023, our SEU participated in the Grayson Co College Job Fair 2023, which was hosted by Grayson County College. SEU participants included our Market Manager and Sales Manager, answered questions from students and spoke with students about career opportunities in broadcasting with an emphasis on sales as well as job openings within the SEU.
5	Participate in Job Fair	On October 5, 2023, our SEU participated in the Austin College Career Fair 2023, which was hosted

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
		by Austin College. SEU participants included our Market Manager and Sales Manager, answered questions from students and spoke with students about career opportunities in broadcasting with an emphasis on sales as well as job openings within the SEU.
6	Participate in Job Fair	On February 29, 2024, our SEU participated in the Grayson Co College Job Fair 2024, which was hosted by Grayson County College. SEU participants included our Market Manager and Sales Manager, answered questions from students and spoke with students about career opportunities in broadcasting with an emphasis on sales as well as job openings within the SEU.
7	Management-level training addressing equal employment opportunity and preventing discrimination	On September 15, 2023, our SEU’s Business Manager, Market 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.
8	Internship Program	During this reporting period, our SEU hosted a student majoring in journalism/communication at Austin College for an internship. From January 8, 2024 to January 26, 2024 the intern completed 85 hours with our SEU, supervised by our Market Manager, Sales Manager, Operations Manager and Promotions Manager. He received practical training and experience in radio broadcasting. The intern “shadowed” members of our Promotions, On-Air, Traffic, Business and Sales departments, which provided him with the experience needed in all areas of radio broadcasting.