KBTT (FM), KDKS (FM), KOKA (AM), KLKL (FM), KTAL (FM)
EEO PUBLIC FILE REPORT
February 1, 2025-January 31, 2026

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
Board Operator	1-6	2
Digital Sales Manager	1-6	3
Integrated Marketing Consultant	1-6	3

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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	On-Air Radio Announcements	N	0
2	Alpha Careers page	N	4
3	Indeed www.indeed.com	N	3
4	Job Fair	N	0
5	LinkedIn	N	0
6	Zip Recruiter	N	0
		TOTAL INTERVIEWEES OVER REPORTING PERIOD	7

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Event/Program Sponsored by or on behalf of a community organization to Broadcast Careers	On February 3, 2025, our SEU partnered with Impact Church to participate in the Get Staffed Job Fair. Our SEU's KOKA Director attended and staffed a booth, engaging with attendees and sharing information about employment opportunities. The event was promoted across SEU platforms, including on-air mentions, station websites, and social media outlets.
2	Participate in Event/Program Sponsored by or on behalf of a community organization to Broadcast Careers	On February 14, 2025, our SEU supported Grambling State University's Black History Convocation, where our SEU's KOKA Director was invited to serve as a guest speaker. The engagement provided an opportunity to connect with students, faculty, and community members while highlighting SEU's commitment to education, culture, and community outreach. The event received promotional support through SEU stations and digital platforms.
3	Participate in Event/Program Sponsored by or on behalf of a community organization to Broadcast Careers	On March 2, 2025, our SEU participated in a community engagement opportunity with the Community Caregivers of Northwest Louisiana. Our SEU's Market Manager was invited to speak with participants, sharing information about SEU services and community involvement.
4	Co-Sponsored a Job Fair	On May 21, 2025 our SEU partnered with Goodwill Industries to host the 2025 Annual Disabilities Job Fair at the Goodwill Industries of North Louisiana office. Our station Administrative Assistant attended the booth and spoke with attendees about job opportunities. The event was promoted on all SEU stations and websites as well as social media outlets.