

**KBCY(FM), KCDD(FM), KHXS(FM), KTLT(FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2018 - March 31, 2019**

**I. VACANCY LIST**

See Section II, Master Recruitment Source List (MRSL), for recruitment source data

| <b>Job Title</b>  | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|-------------------|--|-------------------------------|
| Market Manager    | 1-9, 14-27   | 20                            |
| Account Executive | 1-9, 14-27   | 18                            |
| Account Executive | 1-9, 14-27   | 15                            |
|                   |  |                               |
|                   |  |                               |
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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

| RS# | RS Information   | Source Entitled to<br>Vacancy<br>Notification? | Number of<br>Interviewees Referred<br>by RS for the Full-<br>Time Vacancy |
|-----|--|--|---|
| 1   | <b>Abilene Chamber of Commerce</b><br>174 Cypress Street #200<br>Abilene, Texas 79603<br>Email: kimbosher@abilenechamber.com | No   | 0   |
| 2   | <b>Texas Workforce Center</b><br>400 Oak Street<br>Abilene, Texas 79601<br>Email: sherry.porter@workforcesystem.org          | No   | 0   |
| 3   | <b>Texas State Technical College</b><br>650 East Highway 80<br>Abilene, Texas 79601<br>Email: juliahumphrey@tstc.com         | No   | 0   |
| 4   | <b>Abilene Christian University</b><br>1600 Campus Court<br>Abilene, Texas 79601<br>Email: careers@acu.edu.com               | No   | 0   |
| 5   | <b>League of United Latin American Citizens (LULAC)</b><br>P.O. Box 2106<br>Abilene, Texas 79604<br>Contact: Jack Guzman     | No   | 0   |
| 6   | <b>McMurry University</b><br>14th & Sayles Blvd.<br>McMurry Station Box 278<br>Abilene, TX 79697<br>Email: jgreer@mcm.com    | No   | 0   |
| 7   | <b>Cisco College</b><br>717 East Industrial Blvd<br>Abilene, Texas 79601<br>Email: sherry.burchell@cisco.edu                 | No   | 0   |
| 8   | <b>Hardin Simmons University</b><br>2200 Hickory<br>Abilene, Texas 79601<br>Email: kwood@hsutx.edu                           | No   | 0   |

| RS#                                 | RS Information  | Source Entitled to Vacancy Notification? | Number of Interviewees Referred by RS for the Full-Time Vacancy |
|-------------------------------------|---|--|---|
| 9                                   | <b>Abilene Hispanic Guide</b><br>2508 Madison Avenue<br>Abilene, Texas 79601<br>Email: patricia@ahguide.com                     | No                                       | 0   |
| 10                                  | <b>Manpower Incorporated</b><br>500 Chestnut Street<br>Abilene, TX 79602<br>Email: reta.morrison@manpower.com                   | No                                       | 0   |
| 11                                  | <b>West Texas Tribune</b><br>3300 S. 14 <sup>th</sup> Ste 100<br>Abilene, TX 79605<br>Email: floyd.miller@westtexas Tribune.com | No                                       | 0   |
| 12                                  | <b>Radio Advertising Bureau</b><br>www.rab.com<br>Email: blawrence@rab.com  | No                                       | 0   |
| 13                                  | <b>Ohio Center for Broadcasting – Columbus</b><br>Email: Placement.columbus@beonair.com   | No                                       | 0   |
| 14                                  | <b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )   | No                                       | 0   |
| 15                                  | <b>Walk-In/Self-Referral</b>  | No                                       | 4   |
| 16                                  | <b>SEU Open House/Job Fairs</b> ( <i>see Section III</i> )  | No                                       | 0   |
| 17                                  | <b>Word-of-Mouth Referral</b>   | No                                       | 2   |
| 18                                  | <b>Indeed Website</b><br><a href="http://www.indeed.com">www.indeed.com</a>   | No                                       | 7   |
| 19                                  | <b>Cumulus Job Board</b><br><a href="http://Cumulus.hrmdirect.com">Cumulus.hrmdirect.com</a>                                    | No                                       | 2   |
| 20                                  | <b>Internal Posting</b>   | No                                       | 1   |
| 21                                  | <b>Station Website Postings</b> ( <i>all SEU stations</i> )   | No                                       | 0   |
| 22                                  | <b>LinkedIn</b><br><a href="http://www.linkedin.com">www.linkedin.com</a>   | No                                       | 2   |
| 23                                  | <b>LinkUp</b><br><a href="http://www.linkup.com">www.linkup.com</a>   | No                                       | 0   |
| 24                                  | <b>Glass Door</b><br><a href="http://www.glassdoor.com">www.glassdoor.com</a>   | No                                       | 0   |
| 25                                  | <b>ZipRecruiter</b><br><a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>   | No                                       | 0   |
| 26                                  | <b>Monster</b><br><a href="http://www.monster.com">www.monster.com</a>  | No                                       | 0   |
| 27                                  | <b>SEU Facebook Pages</b>   | No                                       | 0   |
| <b>Total Number of Interviewees</b> |   |  | <b>18</b>   |

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**III. RECRUITMENT INITIATIVES**

|   | <b>Type of Recruitment Initiative<br/>(Menu Selection)</b> | <b>Brief Description of Activity &amp; Scope of Broadcaster's<br/>Participation</b>   |
|---|--|---|
| 1 | Established an Internship Program                          | Under direction of our Vice President-Market Manager, our SEU interviewed candidates for this internship program during the week of March 18-22, 2019.  |
| 2 | Established Training Programs                              | Starting December 1, 2018 the DDE for our SEU has been attending training classes, has been certified in the area of Digital Sales and is also receiving one on one training from our Vice President-Market Manager. She is now using her knowledge to establish training for other employees. Her goal is to use this to prepare for management as a Digital Sales Manager or a Local Sales Manager. |
| 3 | Participate in Job Fair                                    | On March 27, 2019, our SEU participated in the Abilene Chamber of Commerce Business Expo at the Abilene Civic Center. SEU representatives spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU. Resumes from interested attendees were collected. SEU participants included our Vice President-Market Manager and Digital Sales Expert.             |
| 4 |  |   |