

**KBCY(FM), KCDD(FM), KHXS(FM), KTLT(FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2019 - March 31, 2020**

**I. VACANCY LIST**

See Section II, **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	1-9, 14-27	17
Account Executive	1-9, 14-27	19
Account Executive	1-9, 14-27	19
Account Executive	1-9, 14-27	18
Account Executive	1-9, 14-27	18

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
1	<b>Abilene Chamber of Commerce</b> 174 Cypress Street #200 Abilene, Texas 79603 Email: kimbosher@abilenechamber.com	No	0
2	<b>Texas Workforce Center</b> 400 Oak Street Abilene, Texas 79601 Email: sherry.porter@workforcesystem.org	No	0
3	<b>Texas State Technical College</b> 650 East Highway 80 Abilene, Texas 79601 Email: juliahumphrey@tstc.com	No	0
4	<b>Abilene Christian University</b> 1600 Campus Court Abilene, Texas 79601 Email: careers@acu.edu.com	No	0
5	<b>League of United Latin American Citizens (LULAC)</b> P.O. Box 2106 Abilene, Texas 79604 Contact: Jack Guzman	No	0
6	<b>McMurry University</b> 14th & Sayles Blvd. McMurry Station Box 278 Abilene, TX 79697 Email: jgreer@mcm.com	No	0
7	<b>Cisco College</b> 717 East Industrial Blvd Abilene, Texas 79601 Email: sherry.burchell@cisco.edu	No	0
8	<b>Hardin Simmons University</b> 2200 Hickory Abilene, Texas 79601 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> 2508 Madison Avenue Abilene, Texas 79601 Email: patricia@ahguide.com	No	0
10	<b>Manpower Incorporated</b> 500 Chestnut Street Abilene, TX 79602 Email: reta.morrison@manpower.com	No	0
11	<b>West Texas Tribune</b> 3300 S. 14 <sup>th</sup> Ste 100 Abilene, TX 79605 Email: floyd.miller@westtexastribune.com	No	0
12	<b>Radio Advertising Bureau</b> www.rab.com Email: blawrence@rab.com	No	0
13	<b>Ohio Center for Broadcasting – Columbus</b> 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	1
16	<b>SEU Open House/Job Fairs</b> ( <i>see Section III</i> )	No	0
17	<b>Word-of-Mouth Referral</b>	No	4
18	<b>Indeed Website</b> <a href="http://www.indeed.com">www.indeed.com</a>	No	3
19	<b>Cumulus Job Board</b> <a href="http://Cumulus.hrmdirect.com">Cumulus.hrmdirect.com</a>	No	4
20	<b>Internal Posting</b>	No	0
21	<b>Station Website Postings</b> ( <i>all SEU stations</i> )	No	0
22	<b>LinkedIn</b> <a href="http://www.linkedin.com">www.linkedin.com</a>	No	0
23	<b>LinkUp</b> <a href="http://www.linkup.com">www.linkup.com</a>	No	0
24	<b>Glass Door</b> <a href="http://www.glassdoor.com">www.glassdoor.com</a>	No	0
25	<b>ZipRecruiter</b> <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	No	0
26	<b>Monster</b> <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>			12

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity &amp; Scope of Broadcaster's Participation</b>
1	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harrassment	During the month of April 2019, this SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by THINKHR entitled, "Workplace Harassment Prevention," designed to address sexual harassment with a focus on the forms of harassment prohibited by federal law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial.
2	Hosted a Job Fair	On April 21, 2019, our SEU hosted a Job Fair at Abilene Christian University. 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.
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