

KBCY(FM), KCDD(FM), KHXS(FM), KTLT(FM)
EEO PUBLIC FILE REPORT
April 1, 2017 - March 31, 2018

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Market Manager	1-9, 14-24	17
Account Executive	1-9, 14-24	19
Account Executive	1-9, 14-24	17
Account Executive	1-9, 14-24	14
Account Executive	1-9,14-24	18
Account Executive	1-9,14-24	15
Account Executive	1-9,14-24	17

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

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

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity & Scope of Broadcaster's Participation
1	Participate in Job Fair	On March 28, 2018, 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 Sales Manager.
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