

KBCY(FM), KCDD(FM), KHXS(FM) and KTLT(FM)
EEO PUBLIC FILE REPORT
April 1, 2021 – March 31, 2022

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 |
|-------------------|--|---------------------------|
| Account Executive | 2, 20-48 | 20 |

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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 | Abilene Chamber of Commerce 174 Cypress Street #200 Abilene, Texas 79603 Email: Kimbosher@abilenechamber.com | N | 0 |
| 2 | Texas Workforce Center 400 Oak Street Abilene, TX 79601 Email: sherry.porter@workforcesystem.org | N | 0 |
| 3 | Texas State Technical College 650 East Highway 80 Abilene, Texas 79601 Email: juliahumphery@tstc.com | N | 0 |
| 4 | Abilene Christian University 1600 Campus Court Abilene, Texas 79601 | N | 0 |
| 5 | League of United Latin American Citizens (LULAC) P.O. Box 2106 Abilene, Texas 79604 Contac: Jack Guzman | N | 0 |
| 6 | McMurry University 14 & Sayles Blvd. McMurry Station Box 278 Abilene, Texas 79697 Email: jgreer@mcm.com | N | 0 |
| 7 | Cisco College 717 East Industrial Blvd Abilene, Texas 79601 Email: sherry.burchell@cisco.edu | N | 0 |
| 8 | Hardin Simmons University 2200 Hickory Abilene, Texas 79601 Email: kwood@hsutx.edu | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|--|--|
| 9 | Abilene Hispanic Guide 2508 Madison Avenue Abilene, Texas 79601 Email: patricia@ahguide.com | N | 0 |
| 10 | Manpower Incorporated 500 Chestnut Street Abilene, Texas 79602 Email: reta.morrison@manpower.com | N | 0 |
| 11 | West Texas Tribune 3300 S. 14 th Ste 100 Abilene, Texas 79605 Email: Floyd.miller@westtexastribune.com | N | 0 |
| 12 | Radio Advertising Bureau www.rab.com Email: blawrence@rab.com | N | 0 |
| 13 | Ohio Center for Broadcasting – Columbus Email: Placement.columbus@beonair.com | N | 0 |
| 14 | On-Air Announcements (<i>one or more SEU stations</i>) | N | 0 |
| 15 | Walk-In/Self-Referral | N | 0 |
| 16 | Word-of-Mouth Referral | N | 0 |
| 17 | SEU Facebook Pages | N | 0 |
| 18 | Internal Posting | N | 0 |
| 19 | Station Website Postings (<i>all SEU stations</i>) | N | 0 |
| 20 | Cumulus Careers Website cumulusmedia.jobs.net/en-US/ | N | 1 |
| 21 | adzuna.com/ | N | 0 |
| 22 | jobisjob.com/m | N | 0 |
| 23 | myjobhelper.com/ | N | 0 |
| 24 | jobs.oodle.com/careers/careers/ | N | 0 |
| 25 | jobspider.com/ | N | 0 |
| 26 | trovit.com/ | N | 0 |
| 27 | indeed.com/ (<i>not directly contacted by SEU</i>) | N | 1 |
| 28 | glassdoor.com/index.htm (<i>not directly contacted by SEU</i>) | N | 0 |
| 29 | linkedin.com/jobs/ | N | 0 |
| 30 | abilitiesinjobs.com | N | 0 |
| 31 | asianinjobs.com | N | 0 |
| 32 | blackinjobs.com | N | 0 |
| 33 | hispanicinjobs.com | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|-------------------------------------|---|---|
| 34 | lgbtqinjobs.com | N | 0 |
| 35 | diversityinjobs.com | N | 0 |
| 36 | seniorsinjobs.com | N | 0 |
| 37 | womeninjobs.com | N | 0 |
| 38 | JOFDAV.com | N | 0 |
| 39 | disAbledperson.com | N | 0 |
| 40 | hireblacknow.com | N | 0 |
| 41 | hispanicjobexchange.com | N | 0 |
| 42 | africanamericanjobsearch.com | N | 0 |
| 43 | asianjobsearch.com | N | 0 |
| 44 | lgbtjobsearch.com | N | 0 |
| 45 | disabledjobseekers.com | N | 0 |
| 46 | usdiversityjobsearch.com | N | 0 |
| 47 | veterancareercenter.com | N | 0 |
| 48 | seniorstowork.com | N | 0 |
| TOTAL NUMBER OF INTERVIEWEES OVER REPORTING PERIOD | | | 2 |

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III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|----------|--|---|
| 1 | Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment | During the month of December 2021, our SEU participated in harassment prevention training. All hiring managers – Market Manager, Business Manager, Operations Manager – as well as the entire staff were required to complete a course prepared by Mineral entitled, “Harassment Prevention.” The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial. |
| 2 | Management-level training regarding Diversity, Equity, and Inclusion | During the month of December 2021, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers – Market Manager, Operations Manager, Business Manager – as well as the entire staff were required to complete courses on line using ThinkZoom. Participants viewed five segments entitled “Working Well With Everyone,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness. |
| 3 | Participate in Job Fair | On November 4 th , 2021, our SEU participated in a job fair hosted by Workforce Solutions at the Taylor County Expo Center in Abilene, TX. Our SEU occupied a booth which was staffed by our Market Manager who spoke with job seekers about career opportunities in broadcasting and job openings within the SEU. |

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|---|--|---|
| 4 | Participate in Job Fair | On March 30, 2022, our SEU participated in a job fair hosted by The Chamber Business EXPO 2022 in Abilene, Texas. Our SEU occupied a booth which was staffed by our Market Manager who spoke with job seekers about career opportunities in broadcasting and job openings within the SEU. |