

**KQXY-FM, KTCX-FM, KAYD-FM, KIKR(AM), and KBED(AM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2017 - March 31, 2018**

**I. VACANCY LIST**

**See Section II, the “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> |
|-------------------------|--|---------------------------|
| Sales Account Executive | 1-13, 15, 18-20, 22-23, 29-31                          | 20                        |
| Sales Manager           | 1-13, 15, 18-20, 22-23, 29-31                          | 23                        |
| Sales Account Executive | 1-13, 15, 18-20, 22-23, 29-31                          | 10                        |
| Sales Account Executive | 1-13, 15, 18-20, 22-23, 29-31                          | 10                        |
| Sales Account Executive | 1-13, 15, 18-20, 22-23, 29-31                          | 10                        |

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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         | <b>Texas Workforce Commission</b><br>David McCleskey<br>304 Pearl Street<br>Beaumont, TX 77701<br>409-839-8045 ext. 3342 Fax: 409-832-2597<br>www.workintexas.com       | No  | 0  |
| 2         | <b>SEU Open Houses</b> ( <i>see Section III</i> )   | No  | 7  |
| 3         | <b>Cumulus Business Managers</b><br>businessmanager@cumulus.com   | No  | 0  |
| 4         | <b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )   | No  | 4  |
| 5         | <b>Station Website Postings</b> ( <i>one or more SEU stations</i> )   | No  | 0  |
| 6         | <b>Walk-In/Self-Referral</b>  | No  | 2  |
| 7         | <b>Southeast Texas Website</b><br>www.southeasttexas.com  | No  | 0  |
| 8         | <b>Internal Posting</b><br>( <i>company bulletin board</i> )  | No  | 0  |
| 9         | <b>Facebook Pages</b><br>( <i>one for each FM radio station</i> )   | No  | 0  |
| 10        | <b>Word-of-Mouth Referral</b>   | No  | 4  |
| 11        | <b>Texas Association of Broadcasters Website</b><br>Phone: 512-322-9944 Fax: 512-322-0522<br>www.tab.org<br>Contact: Teresa McAnally, Teresa@tab.org                    | No  | 0  |
| 12        | <b>Radio Advertising Bureau</b><br>www.rab.com  | No  | 0  |
| 13        | <b>National Association of Broadcasters Website</b><br>www.nab.org  | No  | 0  |
| 14        | <b>Beaumont Enterprise Newspaper</b><br>380 Main Street<br>Beaumont, TX 77701<br>409-838-2888<br>Ann O’Bannion for Internet Ads 409-838-2829                            | No  | 0  |
| 15        | <b>Lamar University</b><br>Human Resources<br>4400 Martin Luther King Parkway<br>Beaumont, TX 77705<br>Phone: 409-880-8878<br>www.Dept.lamar.edu/careerandtestingcenter | No  | 0  |

| RS Number | RS Information  | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 16        | <b>Fronteras Newspaper</b><br>P.O. Box 3071<br>Beaumont, TX 77704<br>fronteras@hearstnp.com   | No  | 0  |
| 17        | <b>The Examiner Newspaper</b><br>Josh Cobb<br>795 Willow Street<br>Beaumont, TX 77701<br>409-832-1400<br>409-832-6222 fax<br>Theexaminer.com  | No  | 0  |
| 18        | <b>Simply Hired</b><br>www.simplyhired.com  | No  | 0  |
| 19        | <b>Career Builder Website</b><br>www.careerbuilder.com  | No  | 0  |
| 20        | <b>Indeed Website</b><br>www.indeed.com   | No  | 2  |
| 21        | <b>Beaumont Black.Net</b><br>bmtblack@yahoo.com<br>Contact: Shedrick Jenkins<br>409-782-5592  | No  | 0  |
| 22        | <b>Zip Recruiter Website</b><br>www.Ziprecruiter.com<br><i>(Internet-based job board and secondary posting service to more than 25 additional on-line job banks, eg. diversityjobs.com, monster.com and topusajobs.com)</i> | No  | 2  |
| 23        | <b>Cumulus Media Website</b><br>www.cumulusradio.com  | No  | 5  |
| 24        | <b>National Association of Hispanic Journalists</b><br>1000 National Press Building<br>Washington, DC 20045<br>202-662-7145<br>www.nahj.org, jobbank@nahj.or<br>Contact: Leticia Salazar                                    | No  | 0  |
| 25        | <b>Jobs Today Newspaper</b><br>795 Willow<br>Beaumont, TX 77701<br>Phone: 409-833-1755<br>Contact: Kristi <a href="mailto:Dobb-Kristi@jobstodayset.com">Dobb-Kristi@jobstodayset.com</a><br>www.jobstodayset.com            | No  | 0  |
| 26        | <b>American Women in Radio &amp; Television</b><br>www.awrt.org   | No  | 0  |

| RS Number                                       | RS Information  | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|---|---|--|
| 27  | <b>National Association of Black College Broadcasters</b><br>P.O. Box 3191<br>Atlanta, GA 30302<br>Phone: 404-523-6136<br>Contact: Mr. Jelks, bcrmail@aol.com   | No  | 0  |
| 28  | <b>Asian American Journalists Association</b><br>1182 Market Street, Suite 320<br>San Francisco, CA 94102<br>415-346-2051<br>www.aaja.org; post@aaja.org<br>Contact: Albert Lee   | No  | 0  |
| 29  | <b>Ohio Center for Broadcasting - Columbus</b><br>5330 East Main Street, Suite 200<br>Columbus, Ohio 43213<br>614-245-0555<br>Contact: Gary James, Placement Coordinator,<br>gary@beonair.com<br>Columbus.placement@beonair.com | No  | 0  |
| 30  | <b>Glass Door</b><br>www.glassdoor.com  | No  | 0  |
| 31  | <b>Link Up</b><br><a href="http://www.linkup.com">www.linkup.com</a>  | No  | 2  |
| 32  | <b>Lamar State College Port Arthur</b><br>1500 Procter Street<br>Port Arthur, TX 77641<br>Phone: 409-984-6237<br>Guillsr@lamarpa.edu  | No  | 0  |
| 33  | <b>Lamar State College Orange</b><br>410 Front Street<br>Orange, TX 77630<br>Phone: 409-883-7750  | No  | 0  |
| 34  | <b>Lee College</b><br>200 Lee Drive<br>Baytown, TX 77520<br>Phone: 281-425-6572<br>lyepez@lee.edu   | No  | 0  |
| <b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b> |   |   | 28   |

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**III. RECRUITMENT INITIATIVES**

|          | <b>Type of Recruitment Initiative<br/>(Menu Selection)</b>   | <b>Brief Description of Activity</b>  |
|----------|--|---|
| <b>1</b> | Sponsor Event in the Community Designed to Inform and Educate the Public Concerning Employment Opportunities in Broadcasting | On February 28, 2018, our SEU hosted a sales open house at our facilities in Beaumont, TX. The SEC staff spoke with attendees about careers in radio and listened to a presentation about selling radio time. The attendees were given an over view of how things work in the various positions including those in the general office and programming. Attendees were introduced to staff members and toured the facilities/studios. SEU participants included Market Manager, General Sales Manager, Key Account Manager and Business Manager. |
| <b>2</b> |  |   |

The SEU was forced to cancel several job fairs which it had previously scheduled during this reporting period due to Hurricane Harvey.