

**KQXY-FM, KTCX-FM, KAYD-FM, KIKR(AM), and KBED(AM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2018 - March 31, 2019**

**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>
Market Manager	1-13, 15, 18-20, 22-23, 29-31	10
Program Director	1-13, 15, 18-20, 22-23, 29-31	23
Sales Account Executive	1-13, 15, 18-20, 22-23, 29-31	5
Program On-Air Announcer	1-13, 15, 18-20, 22-23, 29-31	6
Sales Account Executive	1-13, 15, 18-20, 22-23, 29-31	20
Sales Account Executive	1-13, 15, 18-20, 22-23, 29-31	20

**KQXY-FM, KTCX-FM, KAYD-FM, KIKR(AM), and KBED(AM)**  
**EEO PUBLIC FILE REPORT**  
 April 1, 2018 - March 31, 2019  
**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> David McCleskey 304 Pearl Street Beaumont, TX 77701 409-839-8045 ext. 3342 Fax: 409-832-2597 www.workintexas.com	No	0
2	<b>SEU Open Houses</b> ( <i>see Section III</i> )	No	0
3	<b>Cumulus Business Managers</b> businessmanager@cumulus.com	No	0
4	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	3
5	<b>Station Website Postings</b> ( <i>one or more SEU stations</i> )	No	4
6	<b>Walk-In/Self-Referral</b>	No	3
7	<b>Southeast Texas Website</b> www.southeasttexas.com	No	0
8	<b>Internal Posting</b> ( <i>company bulletin board</i> )	No	3
9	<b>Facebook Pages</b> ( <i>one for each FM radio station</i> )	No	0
10	<b>Word-of-Mouth Referral</b>	No	5
11	<b>Texas Association of Broadcasters Website</b> Phone: 512-322-9944 Fax: 512-322-0522 www.tab.org Contact: Teresa McAnally, Teresa@tab.org	No	0
12	<b>Radio Advertising Bureau</b> www.rab.com	No	0
13	<b>National Association of Broadcasters Website</b> www.nab.org	No	0
14	<b>Beaumont Enterprise Newspaper</b> 380 Main Street Beaumont, TX 77701 409-838-2888 Ann O’Bannion for Internet Ads 409-838-2829	No	0
15	<b>Lamar University</b> Human Resources 4400 Martin Luther King Parkway Beaumont, TX 77705 Phone: 409-880-8878 www.Dept.lamar.edu/careerandtestingcenter	No	1

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> P.O. Box 3071 Beaumont, TX 77704 fronteras@hearstnp.com	No	0
17	<b>The Examiner Newspaper</b> Josh Cobb 795 Willow Street Beaumont, TX 77701 409-832-1400 409-832-6222 fax Theexaminer.com	No	0
18	<b>Monster</b> www.monster.com	No	0
19	<b>Career Builder Website</b> www.careerbuilder.com	No	0
20	<b>Indeed Website</b> www.indeed.com	No	10
21	<b>Beaumont Black.Net</b> bmtblack@yahoo.com Contact: Shedrick Jenkins 409-782-5592	No	0
22	<b>Zip Recruiter Website</b> www.Ziprecruiter.com <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> www.cumulusradio.com	No	3
24	<b>National Association of Hispanic Journalists</b> 1000 National Press Building Washington, DC 20045 202-662-7145 www.nahj.org, jobbank@nahj.or Contact: Leticia Salazar	No	0
25	<b>Jobs Today Newspaper</b> 795 Willow Beaumont, TX 77701 Phone: 409-833-1755 Contact: Kristi <a href="mailto:Dobb-Kristi@jobstodayset.com">Dobb-Kristi@jobstodayset.com</a> www.jobstodayset.com	No	0
26	<b>American Women in Radio &amp; Television</b> 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> P.O. Box 3191 Atlanta, GA 30302 Phone: 404-523-6136 Contact: Mr. Jelks, bcrmail@aol.com	No	0
28	<b>Asian American Journalists Association</b> 1182 Market Street, Suite 320 San Francisco, CA 94102 415-346-2051 www.aaja.org; post@aaja.org Contact: Albert Lee	No	0
29	<b>Ohio Center for Broadcasting - Columbus</b> 5330 East Main Street, Suite 200 Columbus, Ohio 43213 614-245-0555 Contact: Gary James, Placement Coordinator, gary@beonair.com Columbus.placement@beonair.com	No	0
30	<b>Glass Door</b> www.glassdoor.com	No	0
31	<b>Link Up</b> <a href="http://www.linkup.com">www.linkup.com</a>	No	0
32	<b>Lamar State College Port Arthur</b> 1500 Procter Street Port Arthur, TX 77641 Phone: 409-984-6237 Guillsr@lamarpa.edu	No	0
33	<b>Lamar State College Orange</b> 410 Front Street Orange, TX 77630 Phone: 409-883-7750	No	0
34	<b>Lee College</b> 200 Lee Drive Baytown, TX 77520 Phone: 281-425-6572 lyepez@lee.edu	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			34

**KQXY-FM, KTCX-FM, KAYD-FM, KIKR(AM), and KBED(AM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2018 - March 31, 2019**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in Job Fair	On April 19, 2018, our SEU participated in the Workforce Solutions Career Fair sponsor by Lamar State College Orange. SEU representatives spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU and answered questions. Attendees who expressed great interest were provided with an application and a list of job openings. SEU participants included the Business Manager and Market Manager.
<b>2</b>	Participate in Job Fair	On April 25, 2018, our SEU participated in the Workforce Solutions 2018 Spring Job Fair sponsor by Carl Parker Center in Port Arthur. SEU representatives spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU and answered questions. Attendees who expressed great interest were provided with an application and a list of job openings. SEU participants included the Business Manager, Promotions Director and Sales Manager.
<b>3</b>	Participate in Job Fair	On April 26, 2018, our SEU participated in the Beaumont Workforce Solutions Spring Hire Event in Beaumont. SEU representatives spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU and answered questions. Attendees who expressed great interest were provided with an application and a list of job openings. SEU participants included the Sales Manager, Executive Assistance and Operations Manager.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	Sponsor Event in the Community Designed to Inform and Educate the Public Concerning Employment Opportunities in Broadcasting	On August 15, 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.
5	Participate in Job Fair	On November 8, 2018, our SEU participated in the Red, White and You Veteran's Job Fair held at Beaumont Workforce Center. SEU representatives spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU and answered questions. Attendees who expressed great interest were provided with an application and a list of job openings. SEU participants included the Business Manager, Sales Manager and Senior Sales Representative.