

**KQXY-FM, KTCX-FM, KAYD-FM, KIKR(AM), and KBED(AM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2020 - March 31, 2021**

**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>
Administrative Assistant	3-6, 8, 10, 19-20, 22-23, 32	32
On-Air Talent	3-6, 8, 10, 19-20, 22-23, 32	32

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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> 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	0
5	<b>Station Website Postings</b> ( <i>one or more SEU stations</i> )	No	0
6	<b>Walk-In/Self-Referral</b>	No	0
7	<b>Southeast Texas Website</b> www.southeasttexas.com	No	0
8	<b>Internal Posting</b> ( <i>company bulletin board</i> )	No	0
9	<b>Facebook Pages</b> ( <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> 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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	0
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</b> www.indeed.com	No	15
21	<b>Beaumont Black.Net</b> bmtblack@yahoo.com Contact: Shedrick Jenkins 409-782-5592	No	0
22	<b>ZipRecruiter</b> www.ziprecruiter.com	No	0
23	<b>Cumulus Media Website</b> www.cumulusradio.com	No	3
24	<b>American Women in Radio &amp; Television</b> www.awrt.org	No	0
25	<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

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
26	<b>Asian American Journalists Association</b> 1182 Market Street, Suite 320 San Francisco, CA 94102 415-346-2051 www.aaaja.org; post@aaaja.org Contact: Albert Lee	No	0
27	<b>Glassdoor</b> www.glassdoor.com	No	0
28	<b>LinkUp</b> www.linkup.com	No	0
29	<b>Lamar State College Port Arthur</b> 1500 Procter Street Port Arthur, TX 77641 Phone: 409-984-6237 Guillsr@lamarpa.edu	No	0
30	<b>Lamar State College Orange</b> 410 Front Street Orange, TX 77630 Phone: 409-883-7750	No	0
31	<b>Lee College</b> 200 Lee Drive Baytown, TX 77520 Phone: 281-425-6572 lyepez@lee.edu	No	0
32	<b>Former Employee (re-hire)</b>	No	2
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			24

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020, our Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, “The FCC’s Equal Employment Opportunity Rules, Your Guide to Compliance.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
<b>2</b>	Training Program	On January 11, 2021, our SEU registered to participate in the Texas Association of Broadcaster’s, “7-Week Rookie To Ready” P1 Learning Program for Account Executives. This Program was designed to provide our new Account Executives with the knowledge and skills necessary to excel in sales and advance within our SEU/company, and included one-on-one training with industry professionals.
<b>3</b>	Management-level training regarding prevention of discrimination and harassment in the workplace	From January through March, 2021, our Market and Sales Managers as well as our Program Directors participated in harassment prevention training. SEU managers were required to complete a course prepared by ThinkHR entitled, “Harassment Prevention for US Managers,” designed to help develop a set of values in managerial and supervisory employees that will assist them in preventing and effectively responding to incidents of discrimination and workplace harassment. This course addressed federal anti-discrimination and anti-harassment law as well as relevant state requirements. In order to obtain a certificate of participation, managers were required to take a quiz following completion of the tutorial.