

KQXY-FM, KTCX-FM, KAYD-FM, KIKR(AM), and KBED(AM)
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
On-Air Talent	3-5, 7-12, 22, 25-31	12
Digital Sales Manager	3-5, 7-12, 22, 25-31	12
Account Executive	3-5, 7-12, 22, 25-31	11
Account Executive	3-5, 7-12, 22, 25-31	12
On-Air Talent	3-5, 7-12, 22, 25-31	12

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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	Texas Workforce Commission David McCleskey 304 Pearl Street Beaumont, TX 77701 409-839-8045 ext. 3342 Fax: 409-832-2597 www.workintexas.com	No	0
2	SEU Open Houses (<i>see Section III</i>)	No	0
3	Cumulus Business Managers BM@cumulus.com	No	0
4	On-Air Announcements (<i>one or more SEU stations</i>)	No	0
5	Station Website Postings (<i>one or more SEU stations</i>)	No	0
6	Walk-In/Self-Referral	No	1
7	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	No	24
8	Southeast Texas Website www.southeasttexas.com	No	0
9	Internal Posting 755 S. 11 th Street Beaumont, TX 77701 (<i>company bulletin board</i>)	No	0
10	Facebook Pages (<i>one or more SEU stations</i>)	No	0
11	Word-of-Mouth Referral	No	1
12	Former Employee (<i>re-hire</i>)	No	4
13	Internal Transfer / Promotion	No	0
14	Texas Association of Broadcasters Website Phone: 512-322-9944 Fax: 512-322-0522 www.tab.org Contact: Teresa McAnally, Teresa@tab.org	No	0
15	Radio Advertising Bureau www.rab.com	No	0
16	National Association of Broadcasters Website www.nab.org	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Beaumont Enterprise Newspaper 380 Main Street Beaumont, TX 77701 409-838-2888 Ann O'Bannion for Internet Ads 409-838-2829	No	0
18	Lamar University Human Resources 4400 Martin Luther King Parkway Beaumont, TX 77705 Phone: 409-880-8878 www.Dept.lamar.edu/careerandtestingcenter	No	0
19	Lamar State College Port Arthur 1500 Procter Street Port Arthur, TX 77641 Phone: 409-984-6237 Guillsr@lamarpa.edu	No	0
20	Lamar State College Orange 410 Front Street Orange, TX 77630 Phone: 409-883-7750	No	0
21	The Examiner Newspaper Josh Cobb 795 Willow Street Beaumont, TX 77701 409-832-1400 409-832-6222 fax Theexaminer.com	No	0
22	Indeed (<i>not directly contacted by SEU</i>) www.indeed.com	No	11
23	Lee College 200 Lee Drive Baytown, TX 77520 Phone: 281-425-6572 lyepez@lee.edu	No	0
24	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, GA 30302 Phone: 404-523-6136 Contact: Mr. Jelks, bcrmail@aol.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Glassdoor (<i>not directly contacted by SEU</i>) www.glassdoor.com	No	0
26	Adunza , www.adzuna.com	No	0
27	Job Is Job , www.jobisjob.com	No	0
28	My Job Helper , www.myjobhelper.com	No	0
29	Oodle , www.oodle.com	No	0
30	Trovit , www.trovit.com	No	0
31	The Job Spider , www.jobspider.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			41

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2021, our SEU’s Market Manager took part in a presentation by Brooks Scott entitled, <i>Conversations of Race & Allyship in the Workplace</i> . During his presentation he emphasized the importance of learning better ways to communicate to create a healthier workplace environment. He discussed managing unconscious biases, team building around values, learning specific skills and tactics to navigate sensitive conversation, understanding how to give useful feedback, and encouraged attendees to hire, promote and acknowledge people who don’t look, think, act, and problem solve like them.
2	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 11, 2021, our SEU’s Market Manager participated in a presentation conducted by Merging Path Coaching entitled, <i>Managing Unconscious Bias</i> . This session focused on managing teams without a bias.
3	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, Local Sales Manager, Digital Sales Manager, and Promotions Manager – as well as our 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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	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 our 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.