

## EEO PUBLIC FILE REPORT

For the period of February 1, 2019 through January 31, 2020

Prepare by: Texarkana Radio Center LLC

(Licensee/Permittee)

This report covers the following employment unit:

<u>Call Sign</u>	<u>Facility ID Number</u>	<u>Type of Station</u>	<u>Location</u>	<u>LMA</u>
KTFS	33541	FM	Texarkana, AR	
KBYB	33762	FM	Hope, AR	
KTFS	33542	AM	Texarkana, TX	
KCMC	33729	AM	Texarkana, TX	
KTOY	31348	FM	Texarkana, TX	
KTTY	165971	FM	New Boston, TX	

A. The following is a list of all vacancies for full-time jobs during the period of February 1, 2019 through January 31, 2020:

<u>Job Title</u>	<u>Dates of Opening</u>	<u>Date Filled</u>	<u>Interviewees</u>
Account Executive	1/02/19	2/04/19	3
Account Executive	1/02/19	2/04/19	2
President/ GM	8/22/19	8/26/19	1
Account Executive	10/8/19	10/21/19	4
Account Executive	10/8/19	10/21/19	4

B. During the period of February 1, 2019 through January 31, 2020, the following recruitment sources were contacted as vacancies for full-time job openings. Those marked with an (\*) asterisk were organizations that requested to be contacted as job openings occurred.

# EEO PUBLIC FILE REPORT

For the period of February 1, 2019 through January 31, 2020

<u>Recruitment Sources</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone Number</u>
*1. Texarkana Radio	615 Olive St	Jeff Newsom	903-793-4671
KTFS Hot AC	Texarkana, TX 75501		
*2. Texarkana Radio	615 Olive St	Jeff Newsom	903-793-4671
KBYB Country	Texarkana, TX 75501		
*3. Texarkana Radio	615 Olive St	Jeff Newsom	903-793-4671
KTFS News Talk	Texarkana, TX 75501		
*4. Texarkana Radio	615 Olive St	Jeff Newsom	903-793-4671
KTTY Adult Hits	Texarkana, TX 75501		
*5. Texarkana Radio	615 Olive St	Jeff Newsom	903-793-4671
KTOY Urban	Texarkana, TX 75501		
*6. Texarkana Radio	615 Olive St	Jeff Newsom	903-793-4671
KCMC Urban Gospel	Texarkana, TX 75501		
7. Texarkana Workforce Center	1702 Hampton Rd Texarkana, TX 75503	BSU Services	903-794-4163 Ext 146EEO

## EEO PUBLIC FILE REPORT

For the period of February 1, 2019 through January 31, 2020

8. Texarkana Chamber Of Commerce	819 State Line Av Texarkana, TX 755	Mike Malone	903-792-7191
9. Texarkana College	2500 Robinson Road Texarkana, TX 75599	Robert Jones	903-823-3456
10. Texarkana College	2500 Robinson Road Texarkana, TX 75599	Black Student Assoc (Robert Jones)	903-823-3456
11. TAUMT	PO Box 5518 Texarkana, TX 75505	Samantha Stanley (Robert Jones)	903-334-6707
12. Texas Association of Vietnam Vets	P.O. Box 6608 Texarkana, TX 75505	Greg Beck	870-773-5722
13. UACCH	2500 South Main Hope AR	Demechia Rowe	870-722-8222
14. NAACP	P.O. Box 1275 Texarkana, TX 75504	Robert Jones	903-838-2113

- |  |   |                  |              |
|--|---|------------------|--------------|
| 15. Texas Association<br>of Broadcasters | 502 East 11 <sup>th</sup> St. Ste 200<br>Austin, TX 78701 | Anna Romero      | 512-322-9944 |
| 16. Arkansas<br>Broadcasters Assoc       | 2024 Ark Valley Dr # 403<br>Little Rock AR 72212          | Angie Robinson   | 501-227-7564 |
| 17. Texarkana Gazette                    | 315 Pine St<br>Texarkana, TX 75501                        | Michael Woolfolk | 870-330-4458 |
| 18. Radio and Music<br>Pro's             |   | Kevin Carter     | 661-294-9408 |
| 19. Indeed.com                           |   |                  |              |
| 20. Allaccess.com                        |   |                  |              |
| 21. Monster.com                          |   |                  |              |

C. The following is a list of the sources for full-time jobs shown in Section A above and the recruitment source which provided the hire for that position.

<u>Job Title</u>	<u>Recruitment Source</u>
Account Executive	Indeed.com
Account Executive	KBYB Radio Ad
President /General Manager	Exigent Circumstances
Account Executive	Monster.com
Account Executive	Monster.com

## EEO PUBLIC FILE REPORT

For the period of February 1, 2019 through January 31, 2020

D. During the period of February 1, 2019 through January 31<sup>st</sup> 2020 there were a total of 14 people interviewed for the vacancies for full-time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above. EEO

<u>Recruitment Source</u>	<u>Total Number of Interviewees</u>
1. Radio Ad – KTFS FM	
2. Radio Ad – KBYB FM	2
3. Radio Ad – KTFS AM	
4. Radio Ad – KTTY AM	
5. Radio Ad – KTOY FM	1
6. Radio Ad – KCMC FM	
7. Texarkana Workforce Center	
8. Texarkana Chamber of Commerce	
9. Texarkana College	
10. Texarkana College	
11. TAMUT	
12. Texas Association of Vietnam Vets	
13. UACCH	
14. NAACP	
15. Texas Association of Broadcasters	
16. Arkansas Broadcasters Association	
17. Texarkana Gazette	
18. RAMP247.com	

## EEO PUBLIC FILE REPORT

For the period of February 1, 2019 through January 31, 2020

19.Indeed.com	
20.Allaccess.com	
21.. Texarkana Workforce Job Fair	
22.. Employee Referral	
23. Walk-In	
24. Word of Mouth	1
25. Customer Referral	
26. Internal Promotions Interviews	
27. Exigent Circumstances	1
28.. Vendor Referral	
29. Monster.com	6

E. During the period of February 1, 2019 through January 31, 2020 the station employment unit engaged in the following initiatives ( provide full details, including an explanation if no such initiatives were conducted during the period involved).

1. Texarkana Radio Center participated in the 9<sup>th</sup> Annual Texas Workforce Commission Statewide Hiring Red, White & You event on Tuesday , April 9th at the Texarkana, Texas Convention Center. Operations Manager Jeff Newsom met with job seekers and took resumes and applications from qualified candidates

## EEO PUBLIC FILE REPORT

For the period of February 1, 2019 through January 31, 2020

2. Texarkana Radio Center was a participant Workforce Commission Statewide Hiring Red, White & You event on Thursday, November 7<sup>th</sup> at the Texarkana, Texas Convention Center from 10am-2pm. Over 400 job seeker attend this twice a year event Operations Manager Jeff Newsom and Sales Director Laura Newsom met with job seekers and discussed possible careers in broadcasting and sales.

3. Once a week, Texarkana Radio Center airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Texarkana area of TRC EEO policy and invite all organizations to be a part of our recruitment process.

4. Texarkana radio center in cooperation with Texas A & M Texarkana sponsored an intern. The intern overserved and participated in producing content for air on stations in our cluster. Produced news stories and apprised learned skills in a professional atmosphere

5. Throughout the year Programming Staff, Management and Sales Executives of Texarkana Radio Center provides scheduled tours to the public and organizations interested in the broadcast industry. During these tours, we show them our studios and offices and answer any questions they have about the industry or careers at TRC.

EEO PUBLIC FILE REPORT

For the period of February 1, 2018 through January 31, 2019

Name of Respondent: Jeff Newsom

Signed:

A handwritten signature in black ink, appearing to read "Jeff Newsom", written over the "Typed Name" label.

Typed Name: Jeff Newsom

Title: EEO Officer & Operations Manager

Date: January 25, 2020

Telephone: 903-793-4671