

KARX(FM), KPUR-FM, KPUR(AM), KQIZ-FM, KLSZ(AM)¹ and KZRK-FM
EEO PUBLIC FILE REPORT
April 1, 2019–March 31, 2020

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
Engineer	1-3, 6-17, 20, 22-25, 27	17
Account Executive	1-3, 6-7, 9-17, 20, 22-25, 27	23
Account Executive	1-4, 6-7, 9-17, 20-25, 27	21
Account Executive	1-4, 6-7, 9-17, 20-25, 27	22

¹ The call sign of Station KNSH(AM), Canyon, Texas (Fac. ID 39591) changed to KLSZ(AM), effective February 20, 2020. Subsequently, on February 27, 2020, the FCC **cancelled** the KLSZ(AM), formerly KNSH(AM), license, as requested by Cumulus Licensing LLC. As a result, this AM station was no longer a part of this station employment unit as of February 27, 2020.

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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	Amarillo Chamber of Commerce PO Box 9480 Amarillo, TX 79105 806-373-7800	N	1
2	Amarillo College employmentservices@actx.edu 806-371-5147	N	0
3	Amarillo Hispanic Chamber of Commerce 5725 West Amarillo Blvd Amarillo, TX 79106 receptionist@amarillohcc.com 806 379 8800	N	0
4	SEU Job Fair(s)/Open House(s) (see Section III)	N	3
5	Clarendon College 132 West 2nd Clarendon, TX 79226 800-687-9737 ashlee.estlack@clarendon.edu	N	0
6	Eastern New Mexico University 1500 S Ave K/Station 34 Portales, NM 88130 575-562-2211 career.services@enmu.edu	N	0
7	Medialine 1209 Wood Valley Rd Augusta, GA 30909 706-364-7564 rich@medialine.com	N	0
8	Oklahoma Association of Broadcasters 6520 N Western Ave, Ste. 104 Oklahoma City, OK 73116 406-848-0771	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Ohio Center for Broadcasting-Columbus 5330 East Main Street, Suite 200 White Hall, Ohio 43213 614-423-4945 placement.columbus@beonair.com	N	0
10	Texas Association of Broadcasters (www.tab.org/job-bank/find-job) 502 E. 11th Street, Suite 200 Austin, TX 78701 512-322-9944 Anna.romero@tab.org	N	0
11	Texas Tech University Career Center (www.hireredraiders.ttu.edu)	N	0
12	Workforce Solutions Panhandle 1206 W. 7th Avenue Amarillo TX 79105 806-350-1606 Pflores@wspanhandle.com	N	0
13	West Texas A & M University Career Services (www.wtamu.edu/student-support)	N	3
14	Veteran Resource Center at F.S.S. VRC Director Verlene Dickson, U.S. Army-Retired 806-342-2509 vsdickson@fss-ama.org	N	0
15	Monster (www.monster.com)	N	0
16	Cumulus Job Board (Cumulus.hrmdirect.com)	N	1
17	On-Air Announcements (<i>all SEU stations</i>)	N	2
18	Station Website Postings (<i>one or more SEU stations</i>)	N	0
19	Walk-In/Self-Referral	N	0
20	Facebook (www.facebook.com)	N	0
21	Word-of-Mouth Referral	N	2
22	Indeed (www.indeed.com)	N	6
23	Zip Recruiter (www.ziprecruiter.com)	N	4
24	Link Up (www.linkup.com)	N	0
25	Glass Door (www.glassdoor.com)	N	0
26	Internal Posting	N	0
27	Amarillo LULAC, Council # 4427 Attn: Abel Bosquez www.hirelatinos.org	N	0
TOTAL NUMBER OF INTERVIEWEES OVER REPORTING PERIOD			22

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in and Sponsor Job Fair	On October 15, 2019, our SEU participated in and served as the media sponsor of a job fair hosted by the Texas Workforce Commission at the Amarillo Civic Center. Our SEU occupied a booth which was staffed by SEU representatives who spoke with job seekers about career opportunities in broadcasting and job openings within the SEU. SEU participants included our Market and Sales Managers. Our SEU donated Public Service Announcements preceding and during this event.
2	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of April 2019, this SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by ThinkHR entitled, “Workplace Harassment Prevention,” designed to address sexual harassment with a focus on the forms of harassment prohibited by federal law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial.