

Radio Ranch, LLC
DBA Ranch Radio Group
KRHN-FM, KKVR-FM, KFXE-FM

EEO PUBLIC FILE REPORT

Reporting Period: April 1, 2019 – March 31, 2020

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(Licensee/Permittee)

This report covers the following employment unit(s):

<u>Call Sign</u>	<u>Facility ID #</u>	<u>Type of Station</u>	<u>City of License & State</u>	<u>LMA</u>
KRHN	# 41061	C2	Kerrville, TX	No
KFXE	# 164252	C3	Ingram, TX	No
KKVR	# 164166	CA	Kerrville, TX	No

A. The following is a list of all vacancies for full-time jobs during the previous 12 months:

<u>Job Title</u>		<u>Date of Opening</u>	<u>Date Filled</u>
1	Morning Co-Host – KFXE No Vacancy Just Adding	04.02.19	Position Omitted
2	Account Executive	04.16.19	09.23.2019
3	Production Director	07.30.19	09.09.2019
4	Account Executive	09.30.19	12.04.2019
5	Promotion/Operations	07.30.19	01.02.2020
6	Engineer	09.25.19	03.09.2020

B. During the previous 12 months, the following recruitment sources were contacted as vacancies for full-time jobs opened.

<u>Recruitment Source</u>		<u>Contact Information</u>	<u>Used? Y/N</u>
1	Linkedin.com	https://www.linkedin.com/jobs	Y
2	Texas Association of Broadcasters	https://www.tab.org	Y
3	Bandera Chamber	www.banderatex.com	Y
4	Boerne Chamber	www.boerne.org	Y
5	Bulverde/Spring Branch Chamber	www.bulverdespringbranchchamber.com	Y
6	Comfort Chamber	www.comfortchamber.com	Y
7	Fredericksburg Chamber	www.fredericksburg-texas.com	Y
8	Harper Chamber	harpertexaschamber.com	Y
9	Kerrville Chamber	www.kerrvilletx.com	Y
10	Stonewall Chamber	Stonewalltx.com	Y
11	West Kerr County Chamber	www.wkcc.com	Y
12	Johnson City Chamber	http://www.johnsoncitytncchamber.com/	Y

- 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:

Job Title		Recruitment Source
1	Account Executive	Linked In
2	Production/Imaging Director	TAB
3	Account Executive	Kerrville Veteran's Job Fair Nov. 7, 2019
4	Promotion/Operations	TAB
5	Engineer	Word of Mouth

- D. During the previous 12 months, there were a total of 39 people interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees by each recruitment source shown in Section B:

Recruitment Source		Total Number Interviewed Per Source
1	TAB	9
2	Radio Ad	10
3	Linked In	5
4	All Access	7
5	7 Hill Country Chambers of Commerce	5
6	Word of Mouth	3

- E. During the last 12 months, the station employment unit engaged in the following Recruitment/Initiatives (provide full details, including an explanation if no such initiatives were conducted during the period involved):

Recruitment Initiatives		Explanations
1	Kerrville Veteran's Job Fair, Thursday, Nov. 7, 2019	10:00am – 3:00pm Staff present with applications and company information. One new hire from this event.
2	Bulverde/Spring Branch Job Fair, Thursday, February 20, 2020	3:00 – 6:00pm Staff Present with applications and company information.
3	<p>1) During the 2019-2020 reporting year we listed our upper-level positions in job banks and/or newsletters of media trade groups whose membership includes substantial participation of women and minorities. From these listings we hired 2 females: Our Promotion/Operations Manager and 1 of our latest Account Executives.</p> <p>2) On March 9, 2020, we hired an engineer with the understanding that he would receive a pay increase when additional radio frequency engineering training was completed. The employee has worked alongside a highly qualified engineer from Cumulus and has also learned greater IT skills related to engineering via our current and longtime IT expert. Both of these trainers not only have extensive expert knowledge in their fields, but also have historical background information with RRG of which our engineer hire has found extremely helpful in gaining insight to the workings of our stations.</p>	

- F. The following table shows the total vacancies, interviews and hire dates for positions as they were filled.

Full-time Job Vacancies		Total Interviews	Date Filled	Source of Hire
1	Account Executive	12	09.23.19	Radio Ad & Word of Mouth
2	Production Director	7	09.09.19	TAB & Word of Mouth
3	Account Executive	14	12.04.19	Kerrville Job Fair & Radio Ad
4	Promotion/Operations	4	01.02.20	TAB & Word of Mouth
5	Engineer	3	03.09.2020	Word of Mouth