

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: March 23, 2020 – March 22, 2021.\*

- 1) Employment Unit: Foster Communications
- 2) Unit Members (Stations and Communities of License): **KIXY-FM, San Angelo, Texas**  
**KKSA(AM), San Angelo, Texas**  
**KWFR(FM), San Angelo, Texas**  
**KCLL(FM), San Angelo, Texas**

3) EEO Contact Information for Employment Unit:

Mailing Address:	Telephone Number	Contact Person / Title	E-mail Address
P.O. Box 2191 San Angelo, Texas 76902	325-949-2112	Rick Mantooth VP/GM	Rick Mantooth at Foster Communications dot US

4) Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title	Date Opened	Date Filled	# of Interviewees	Recruitment Sources Used	Recruitment Source of Hiree
1. Account Executive	Always	6-11-2020	7	4,5,7,8,12,13,17,18	18
2. Account Executive	Always	6-12-2020	7	4,5,7,8,12,13,17,18	17
3. Account Executive*	Always	8-3-2020	8	4,5,7,8,12,13,17,18	12
4. KIXY Program Dir	1/7/2021	2/8/2021	2	4,5,6,7,8,12,13,18	12
5. Sales Manager	1/1/2020	2/24/2021	1	4,5,7,8,12,16,17	12

\*Positions 1, 2, and 3 were filled from one flight of recruitment announcements. There was an additional interviewee for position 3.

Sources used depending upon position:

Reference Number	Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
1	SAN ANGELO STANDARD TIMES <a href="http://WWW.GOSANANGELO.COM">WWW.GOSANANGELO.COM</a>	ONLINE	PO BOX 5111 SAN ANGELO, TEXAS 76902	325-653-1221		NO
2	MONSTER.COM – VIA STANDARD TIMES	ONLINE	PO BOX 5111 SAN ANGELO, TEXAS 76902	325-653-1221		NO
3	TEXAS WORKFORCE COMMISSION	JACKIE	122 SOUTH OAKES SAN ANGELO, TEXAS 76903	325-653-2321		NO
4	EVINS PERSONNEL	BETTY	3115 SOUTHWEST BLVD. SAN ANGELO, TEXAS 76904	325-944-2571		NO
5	WEST TEXAS TRAINING CENTER	CAREN	3501 N Us Highway 67, San Angelo, TEXAS 76903	325-481-8300		NO
6	ALL ACCESS MUSIC GROUP ALLACCESS.COM	JOEL DENVER	28955 PACIFIC COAST HWY STE 210 MALIBU, CA 90265	310-457-6616 (P) 310-457-8058 (F)		NO
7	ASU CAREER DEVELOPMENT CSO SYSTEM	ADRA ENOS	2601 W AVE. N SAN ANGELO, TX 76904	325-942-2255		NO
8	UNITED WAY OF THE CONCHO VALLEY	ASHLEY AMMONS	955 TURNER SAN ANGELO, TX 76903	325-949-3716		NO
9	NAACP – SAN ANGELO BRANCH	GARLAND OR CLARA FREEZE	PO BOX 5796 SAN ANGELO, TX 76902	325-949-0784		NO
10	TEXAS BUSINESS WOMEN	MARY BLAKELEY	<a href="mailto:MBLAKELEY@SUDDENLINK.NET">MBLAKELEY@SUDDENLINK.NET</a>	325-212-8791		NO
11	SPHERION	BONNIE CUELLAR	3467 KNICKERBOCKER RD, STE.A SAN ANGELO, TX	325-944-4006		NO
12	EMPLOYEE / COLLEAGUE REFERRAL				5	NO
13	STATION WEBSITES	SELF				NO
14	LINKED IN	SELF	LINKEDIN.COM			NO
15	INDEED.COM	ONLINE	INDEED.COM			NO
16	TAB.ORG	ONLINE	TAB.ORG			NO

Reference Number	Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
17	STATION'S SOCIAL MEDIA SITES	SELF			6*	NO
18	ON AIR BROADCAST	SELF			1*	

\* An interviewee stated that he saw the recruitment announcement on the station's social media sites and heard it on-air.

6) **Total # of Interviewees Referred:** For the period from March 23, 2020 through March 22, 2021, this Employment Unit interviewed 11 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.** List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) **Initiative: WALTON A. FOSTER MEMORIAL SCHOLARSHIP FUND**

The Employment Unit established in 1999, and continues to fund the Walton A. Foster Memorial Scholarship through Angelo State University, San Angelo, Texas. The scholarships are awarded to a junior or senior Communications/Journalism major at the University during each fall and spring semester. We continue to receive thank you letters from recipients indicating how they have been able to pursue their goals in these fields due to having received the scholarships.

(b) **Initiative: INTERN PROGRAM**

The Employment Unit conducts an internship program that is available for students referred by the Angelo State University Communications/Journalism Department interested in learning more about a career in broadcasting. Interns will typically spend nine to twelve hours per week at the stations or on location with station personnel during live broadcasts, gaining a broad and general overview of the radio broadcast industry. Interns are able to participate in discussions and planning for music programming, promotions and public service, as well as hands on operator experience if they so desire. Upon successful completion of a semester as an intern with Foster Communications Co., Inc., students earn credit toward their degree. Station personnel involved in the internship program include the Operations Manager (for on-air programming internships), General Sales Manager (for sales internships), and Office Manager (for administrative services internships). On-air programming interns are also under the direct supervision of one of the station's program directors, and work with the entire programming staff, and also have interaction with the sales and administrative staffs. The internship initiative has resulted in the hiring of some of its participants on a part-time basis, to allow them to continue learning and gaining experience in the broadcast industry, while completing their education. Interns have also gained broadcast employment in other markets where they have taken full-time broadcast jobs, including as news reporters. Unfortunately, due to the closing of campuses during the COVID-19 pandemic, the Employment Unit did not receive internship references from the University during the reporting period and therefore did not host interns.

(c) **Initiative: PARTICIPATION IN EVENTS/PROGRAMS SPONSORED BY EDUCATIONAL INSTITUTIONS**

1. On October 28, 2020, the Employment Unit's Vice President/General Manager participated in an Applied Leadership Class at Angelo State University, on the topic of radio management and leadership, which included a question and answer session addressing career opportunities in radio.
2. On April 29, 2021, the Employment Unit's Vice President/General Manager participated in an Applied Leadership Class at Angelo State University, on the topic of radio management and leadership, which included a question and answer session addressing career opportunities in radio.

(d) **Initiative: ORGANIZATION AND PARTICIPATION IN EDUCATIONAL PROGRAMS AND OPPORTUNITIES**

The Employment Unit offers weekly broadcast opportunities to high schools in the San Angelo Independent School District. Lake View High School students visit our studios on a regular basis, where they meet with on-air personalities, producers, and program directors, and record a report on happenings at Lake View High School which airs each week on our station KIXY-FM. Opportunities and careers in radio broadcasting are discussed during visits

**(e) Initiative: PARTICIPTION IN JOB FAIRS**

The Employment Unit regularly participates in local career fairs sponsored by educational institutions, including Angelo State University. Due to health and safety protocols related to the COVID-19 pandemic, career fair events were postponed or cancelled during this reporting period.

**END OF REPORT**

If your organization regularly distributes information about employment opportunities to job applicants and would like to receive notification of job vacancies with our company, please notify:

Katie Apperson, Business Manager  
Foster Communications Co., Inc.  
P.O. Box 2191 San Angelo, Texas 76902

Phone: 325-949-2112 Fax: 325-944-0851  
E-mail: katie @ fostercommunications . us

**Foster Communications Co., Inc., KIXY-FM, KKSA-AM, KWFR-FM, KCLL-FM, is an Equal Opportunity Employer, women and minorities are encouraged to apply.**

**\*This report was amended on June 10, 2021.**