

KBTT(FM), KDKS-FM, KOKA(AM), KLKL(FM), KTAL-FM
EEO PUBLIC FILE REPORT
February 1, 2019-January 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
Account Executive	1-5	2
Account Executive	1-5	5

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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	ShreveportHelpWanted.com http://www.shreveporthelpwanted.com	N	0
2	On-Air Announcements (<i>one or more SEU stations</i>)	N	1
3	Alpha Media Careers Website http://www.alphamediausa.com/careers/	N	0
4	Job/Career Fairs (<i>see Sec. III</i>)	N	2
5	Indeed www.indeed.com	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			4

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in event/program sponsored by or on behalf of an educational institution related to career opportunities in broadcasting	On February 8, 2019, our Sales Manager, an Account Executive and members of the on-air staff participated in the Stanley High School College and Career Fair held at Stanley High School. Each staff member spoke to students about the job opportunities and job duties in radio broadcasting.
2	Host Job Fair	On March 11, 2019, our SEU hosted its 2019 Spring Career Fair at The Hilton Garden Inn in Bossier City. Our SEU secured the space, solicited local colleges, vocational institutions and local employers. Our SEU organized all logistical aspects of the event and also participated as an exhibitor. Our Sales Manager and Administrative Assistant occupied the Alpha Media booth and spoke with attendees about careers opportunities in broadcasting and job openings within the SEU. This event was promoted on all SEU stations and websites as well as on social media outlets.
3	Host event/program sponsored by or on behalf of a community organization related to career opportunities in broadcasting	On March 27, 2019, our SEU hosted the Girl Support Girls Group for a tour of station facilities. During the tour, station personnel showed members of the group each department in the radio station and spoke with them about careers in radio broadcasting. Station participants included an Account Executive and Administrative Assistant.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Host Job Fair	On October 9, 2019, our SEU hosted its 2019 Fall Career Fair at The Hilton Garden Inn in Bossier City. Our SEU secured the space, solicited local employers, organized all logistical aspects of the event and participated as an exhibitor as well. Our Sales Manager and Administrative Assistant occupied the Alpha Media booth and spoke with attendees about careers opportunities in broadcasting and job openings within the SEU. This event was promoted on all SEU stations and websites as well as on social media outlets.
5	Management-level training regarding equal employment opportunity and preventing discrimination	On October 9, 2019, our SEU's Market and Business Managers took part in an interactive training webinar entitled, "The FCC's Equal Employment Opportunity Rules: The Nuts and Bolts for Alpha Media," presented by Alpha Media's communications counsel, Wiley Rein LLP.
6	Management-level training regarding equal employment opportunity and preventing discrimination	In August & September 2019, our Market, Operations, Business and Sales Managers as well as a Program Director participated in ThinkHR training programs provided by Alpha Media entitled, "Bullying and Violence in the Workplace" and "Workplace Harassment Prevention for Managers."