

EEO PUBLIC FILE REPORT

For the period of February 1, 2020 through January 31, 2021

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, 2020 through January 31, 2021:

<u>Job Title</u>	<u>Dates of Opening</u>	<u>Date Filled</u>	<u>Interviewees</u>
Account Executive	02/01/20	01/24/20	3
Account Executive	07/01/20	08/03/20	2
Account Executive	08/03/20	08/19/20	4
Account Executive	11/20/20	12/28/20	4
Announcer	12/16/20	01/11/21	2

B. During the period of February 1, 2020 through January 31, 2021, 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.

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<u>Recruitment Sources</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone Number</u>
*1. Texarkana Radio	615 Olive St	Col Taylor	903-793-4671
KTFS Hot AC	Texarkana, TX 75501		
*2. Texarkana Radio	615 Olive St	Col Taylor	903-793-4671
KBYB Country	Texarkana, TX 75501		
*3. Texarkana Radio	615 Olive St	Col Taylor	903-793-4671
KTFS News Talk	Texarkana, TX 75501		
*4. Texarkana Radio	615 Olive St	Col Taylor	903-793-4671
KTTY Classic	Texarkana, TX 75501		
*5. Texarkana Radio	615 Olive St	Col Taylor	903-793-4671
KTOY Urban	Texarkana, TX 75501		
*6. Texarkana Radio	615 Olive St	Col Taylor	903-793-4671
KCMC Sports	Texarkana, TX 75501		
*7. Texarkana Radio	615 Olive Street	Col Taylor	903-793-4671
KTOY GOSPEL	Texarkana TX 75501		

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7. Texarkana Workforce Center	1702 Hampton Rd Texarkana, TX 75503	BSU Services	903-794-4163 Ext 146EEO
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. TAMUT	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 of Broadcasters	502 East 11 th St. Ste 200 Austin, TX 78701	Anna Romero	512-322-9944
16. Arkansas Broadcasters Assoc	2024 Ark Valley Dr # 403 Little Rock AR 72212	Angie Robinson	501-227-7564
17. Texarkana Gazette	315 Pine St Texarkana, TX 75501	Michael Woolfolk	870-330-4458
18. Radio and Music Pro's		Kevin Carter	661-294-9408
19. Indeed.com			
20. Allaccess.com			
21. Monster.com			

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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
Account Executive	Monster.com
Account Executive	Monster.com
Announcer	Word of mouth

D. During the period of February 1, 2020 through January 31st 2021 there were a total of 15 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	3
2. Radio Ad – KBYB FM	4
3. Radio Ad – KTFS AM	3
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

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- 19.Indeed.com
- 20.Allaccess.com
- 21.. Texarkana Workforce Job Fair
- 22.. Employee Referral 2
23. Walk-In
24. Word of Mouth 1
25. Customer Referral 1
26. Internal Promotions Interviews
27. Exigent Circumstances
- 28.. Vendor Referral
29. Monster.com

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E. During the period of February 1, 2020 through January 31, 2021 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. 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.
2. 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
3. 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.

Due to Covid 19 there were no job fairs scheduled in the date range Feb1, 2020 through to January 31 2021

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Name of Respondent: Col Taylor

Signed:

A handwritten signature in black ink, appearing to read 'Col Taylor', written over the 'Typed Name' field.

Typed Name: Col Taylor

Title: President/GM

Date: 1/26/2021

Telephone: 903-793-4671