

**KLIF(AM), KTCK(AM), KTCK-FM, KPLX(FM), KLIF-FM,
WBAP(AM), KSCS(FM) and employees at KESN(FM)¹
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 Hires
Promotions Director	1,2,4,6-9,12-21,23-31,33,34,40,42,45-48,51-55	4
Staff Engineer	1,2,4,6-9,12-21,23-31,33,34,40,42,45-48,51-55	42
Account Executive #1	1-4,6-9,12-21,23-31,33,34,40,42,45-48,51-55	3
Account Executive #2	1-4,6-9,12-21,23-31,33,34,40,42,45-48,51-55	4
Account Executive #3	1-4,7-9,12-21,23-31,33,34,40,42,45-48,51-55	4
Account Executive #4	1-4,7-9,12-21,23-31,33,34,40,42,45-48,51-55	4
Account Executive #5	1-4,7-9,12-21,23-31,33,34,40,42,45-48,51-55	4
On-Air #1	1,2,4,7-9,12-21,23-31,33,34,40,42,45-48,51-55	21
Account Executive #6	1-4,7-9,12-21,23-31,33,34,40,42,45-48,51-55	4
Director of Sales - Music	1,2,4,7-9,12-21,23-35,40,42,45-48,51-55	4
Production Staff	1,2,4,7-9,12-21,23-31,33,34,40,42,45-48,51-55	2
Account Executive #7	1-4,7-9,12-21,23-31,33,34,40,42,45-48,51-55	4
On-Air #2	1,2,4,6-9,12-21,23-31,33,34,40,42,45-48,51-55	4
On-Air #3	1,2,4,6-9,12-21,23-31,33,34,40,42,45-48,51-55	4
Program Director	1,2,4,6-9,12-21,23-31,33,34,40,42,45-48,51-55	4

¹ The SEU provides more than 15% of the programming time on station KESN(FM), Allen, Texas (Facility ID 58265), pursuant to an LMA. Accordingly, for EEO purposes station KESN is included within the licensee's SEU.

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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	Cumulus Business Managers BM@cumulus.com	No	0
2	Station Website Postings (<i>one or more SEU stations</i>)	No	15
3	On-Air Announcements (<i>one or more SEU stations</i>)	No	15
4	Word-of-Mouth Referral	No	21
5	Walk-in/Self-Referral	No	0
6	SEU Job Fair(s)/Open House(s) (<i>see Section III</i>)	No	0
7	Internal Posting	No	15
8	Handshake.com https://app.joinhandshake.com/	No	0
9	Ohio Center For Broadcasting 5330 East Main Street, Suite 200 Columbus, OH 43212 614-245-0555 Alvis Moore, Placement Director amoore@beonair.com	No	0
10	Texas Workforce Commission 2922 MLK Boulevard Dallas, TX 75215 214-421-2460 Sally Nelson www.twc.state.tx.us	No	0
11	Intentionally Omitted	No	0
12	Dallas Black Chamber of Commerce 2838 MLK Boulevard Dallas, TX 75215 214-421-5200 info@dbcc.org	No	0
13	Dallas Hispanic Chamber of Commerce 4622 Maple Avenue, #207 Dallas, TX 75219 214-521-6007 Sortiz@gdhcc.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Texas Christian University/tcu.edu PO Box 297300 Ft. Worth, TX 76129 817-257-5572 Jessica Cates- j.cates@tcu.edu	No	0
15	Southern Methodist University/smu.edu Hegi Family Career Development Center PO Box 750256 Dallas, TX 75275-0256 214-768-2266 214-768-4292 (fax) recruit@smu.edu hegiccareercenter@smu.edu Wendelin Donahue - wdonahue@smu.edu Liberal & Communication Arts 214-768-2436	No	0
16	University of Dallas/udallas.edu 1845 E. Northgate Drive, Carpenter Hall, Room 141 Irving, TX 75062-4736 972-721-5131 972-721-5044 (fax) Harriet H. Cousins career@udallas.edu	No	0
17	DeVry University 4800 Regent Boulevard Irving, TX 75063-2439 972-929-6777 Danielle Fortier – dfortier@devry.edu 630-652-8606	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Dallas County Community College District Notification includes all colleges listed below: El Centro College – elcentrocollege.edu Eastfield College – eastfieldcollege.edu Northlake College - northlakecollege.edu Mountain View College – mountainviewcollege.edu Brookhaven College – brookhavencollege.edu Richland College – richlandcollege.edu Cedar Valley College – cedarvalleycollege.edu Adam Clawson – adamc@dcccd.edu Crystal Larthridge – clarthridge@dcccd.edu Francienne Amynard – fmaynard@dcccd.edu Mike Alford – malford@dcccd.edu Mike Henderson – mhenderson@dcccd.edu Sharon McKinney – sharonmckinney@dcccd.edu Warren Osby – wosby@dcccd.edu Lathera Addison - laddison@dcccd.edu	No	0
19	Greater Austin Black Chamber of Commerce 5407 North IH 35, Suite 304 Austin, TX 78723 512-459-1181 www.austinbcc.org admin@austinbcc.org	No	0
20	Paul Quinn College Ariana Ortega-Castrellon 214-379-5577 aortega-castrellon@pqc.edu	No	0
21	All Access Website www.allaccess.com	No	4
22	Media Staffing Network (fee base) info@mediastaffingnetwork.com	No	0
23	University of Texas at Dallas/utdallas.edu UTD Career Center PO Box 830688, MC-16 Richardson, TX 75083-0688 972-883-2943 972-883-2431 (fax) Arturo Silva - Arturo.Silva@utdallas.edu - 972-883-4271 recruit@utdallas.edu	No	0
24	University of Texas at Arlington/uta.edu PO Box 19156 Arlington, TX 76019-0156 817-272-2932 817-272-5792 (fax) Barbara Peet, Director of Career Services careers@uta.edu Nicole Caron – caron@uta.edu Nikki Dickens – nikki@uta.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	West Texas A&M University Employer Relations/Office of Career Services WTAMU Box 60728 Canyon, Texas 79016-0001 806-651-2345 806-651-2925(f) Karl Kimsey – kkimsey@wtamu.edu	No	0
26	The Art Institute of Dallas Two Northpark East 8080 Park Lane, Suite 100 Dallas, TX 75231 469-587-1212 David Elias – Contact: delias@aai.edu	No	0
27	Texas Women’s University 304 Administration Drive PO Box 425589 Denton, TX 76204 940-TWU-2000 Sherri Williams - careers@twu.edu	No	0
28	University of North Texas 1155 Union Circle #311277 Denton, TX 76203-5017 940-565-2000 Dan Naegeli- naegeli@unt.edu	No	0
29	Austin College 900 N. Grand Avenue Sherman, TX 75090-4400 903-813-2000 Lance Ott - career@austincollege.edu	No	0
30	Dallas Baptist University 3000 Mountain Creek Pkwy Dallas, TX 75211 214-333-5360 Leoni Michael - Leoni@dbu.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	Tarrant County College 817-515-8223 Northeast Campus (necareerservices@tccd.edu) 828 West Harwood Rd., Hurst, TX 76054-3299 Northwest Campus (nw.ccarerrservices@tccd.edu) 1500 Houston St, Ft. Worth, TX 76102 South Campus (monica.bettle@tccd.edu) 5301 Campus Drive, Ft. Worth, TX 76119 Southeast Campus (secareerservices@tccd.edu) Tracy Williams tracy.williams@tccd.edu Gina Maloy - gina.maloy@tccd.edu 2100 Southeast Pkwy, Arlington, TX 76018	No	0
32	Alliance For Women In Media (DFW) www.allwomeninmedia-dfw.org	No	0
33	Zip Recruiter.com	No	0
34	Texas Association of Broadcasters (TAB) 502 E. 11 th Street, Suite 200 Austin, TX 78701 512-322-9944 jobs@tab.org Anna Romero - anna.romero@tab.org	No	0
35	Media Recruiter (fee base) www.mediarecruiter.com	No	0
36	National Association of Black Journalist (fee base) www.nabj.org	No	0
37	Association for Women in Communications (fee base) www.womcom.org pvalenzuela@womcom.org	No	0
38	National Association of Hispanic Journalist (fee base) www.nahjcareercenter.com	No	0
39	Sportscaster Talent Agency of America www.startalent.com jon@staatalent.com	No	0
40	Baylor University One Bear Place #97036 Waco, TX 76798-7036 Jarrod Mathis - Jarrod.Mathis@baylor.edu 254-710-8665	No	0
41	Dallas/Fort Worth Help Wanted (fee base) www.helpwanteddfw.com	No	0
42	Indeed Website www.indeed.com	No	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	Inside Radio Website (fee base) www.insideradio.com	No	0
44	Radio Ink (fee base) www.radioink.com	No	0
45	Everest College 300 Six Flags Dr., Suite 100 Arlington, TX 76011 817-652-7790 ext. 192 817-649-6033 (fax) www.everest.edu Julien Carney – julien.carney@zenith.org	No	0
46	Workforce Solutions/Rescare Worforce- Greater Dallas 5955 Alpha Road, #200 Dallas, TX 75240 972-388-5625 www.workintexas.com Rosalind.Tippens@rescare.com 214-624-7706	No	0
47	Linked In Website www.linkedin.com	No	0
48	SEU Facebook Pages (<i>separate page for each station in SEU</i>)	No	0
49	Traffic Directors Guild of America (fee base) www.TDGA.org	No	0
50	Simply Hired Website www.simplyhired.com	No	0
51	Glassdoor www.glassdoor.com	No	0
52	Linkup Website www.linkup.com	No	0
53	The Ladders Website www.theladders.com	No	0
54	Monster.com www.monster.com	No	0
55	Media Tech Institute 13300 Branch View Lane Dallas, TX 75234 972-869-1122 studentjobs@mediatech.edu Celine Kelso – celine@mediatech.edu Eric Jewell – eric@mediatech.edu	No	0
56	Adzuna https://www.adzuna.com	No	0
57	Broadbean Test Board https://www.broadbean.com/job-boards	No	0
58	Job Is Job https://www.jobisjob.com	No	0
59	Oodle https://www.oodle.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
60	The Job Spider www.jobspider.com	No	0
61	Tovit https://www.trovit.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			73

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program (Spring 2019)	During this reporting period, our SEU hosted fourteen (14) student interns from: Dallas Baptist University (1), Santa Clara University (1), Texas A&M – Commerce (1), University of Dallas (1), University of North Texas (11). These interns assisted the Programming Department and “shadowed” Department Managers to learn about the operations and responsibilities of the department. The student interns also worked closely with SEU producers and provided the support necessary to help them create a variety of radio shows.
2	Internship Program (Summer 2019)	During this reporting period, our SEU hosted ten (10) student interns from: Abilene Christian University (1), Dallas Baptist University (1), Santa Clara University (1), Tarrant County College District (1), Texas Tech University (2), University of Arkansas (1), University of North Texas (3). These interns assisted the Programming Department and “shadowed” Department Managers to learn about the operations and responsibilities of the department. The student interns also worked closely with SEU producers and provided the support necessary to help them create a variety of radio shows.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Internship Program (Fall 2019)	During this reporting period, our SEU hosted seven (7) student interns from: Dallas Baptist University (2), University of Arkansas (1), University of North Texas (3), University of Texas-Arlington (1). These interns assisted the Programming Department and “shadowed” Department Managers to learn about the operations and responsibilities of the department. The student interns also worked closely with SEU producers and provided the support necessary to help them create a variety of radio shows.
4	Participate in event/program sponsored by an educational institution relating to careers in broadcasting	On October 24, 2019, our SEU participated in a facility tour for Southern Methodist University Student Media (The Center for Marketing Management Studies Department). A group of advertising management students toured our facilities followed with a presentation by our General Sales Manager which he discussed media sales and careers in media. The students were then given time to interview account executives.
5	Participate in Job Fair	On January 17, 2020, our SEU participated in the University of North Texas – Frisco Job Fair. Our Business Manager attended this event and provided information to interested attendees about career opportunities in broadcasting and job openings within the SEU.
6	Participate in Job Fair	On February 19, 2019, our SEU participated in the Sports Industry Career Fair hosted by the Dallas Stars at the American Airlines Center in Dallas. Our Assistant Business Manager and Business Manager attended this event and provided information to interested attendees about career opportunities in broadcasting and job openings within the SEU.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
7	Participate in Job Fair	On February 26, 2020, our SEU participated in the University of Texas – Arlington All Majors Job Fair. Our Business Manager attended this event and provided information to interested attendees about career opportunities in broadcasting and job openings within the SEU.
8	Hosted an event/program sponsored by a professional organization relating to careers in broadcasting	On March 6, 2020, our SEU hosted the Alliance for Women in Media-Dallas/Fort Worth Student Media Tour. A group of thirty (30) students toured our facilities during which our Director of Sales, Market Manager, & Promotion Director provided information about the industry, advertising, marketing, operations and career opportunities in radio.