

Model EEO Report/Recruitment Sources – Texarkana Market

This Model EEO Program Report is being filed by BTC USA Holdings Management, Inc. (“BTC”) as proposed assignee in two pending assignment applications (LMS File Nos. 0000202547 and 0000202550) (collectively, the “Assignment Applications”) for the full-power broadcast stations listed in those applications (collectively, the “Stations”) which are located in the Texarkana, TX/New Boston, TX/Hope, AR market. The Stations will be operated by BTC as a combined employment unit.

It is BTC’s policy to provide equal opportunity to all qualified individuals without regard to their race, color, religion, national origin, gender, age, disabilities, or any other characteristics protected by law. The proposed assignee will use recruitment sources designated to inform the Stations’ community of the availability of full-time job vacancies at the Station employment unit. Specific Recruitment sources will vary, depending upon the position to be filled, but may include the state employment offices, local employment agencies, internet employment websites, local newspapers, area colleges and universities, on-air announcements, and the stations’ websites.

Specific recruitment sources may include:

- Texas A&M University at Texarkana
- Texarkana Workforce Center
- Texarkana Chamber of Commerce
- Texarkana College
- NAACP
- Texas Association of Broadcasters
- Arkansas Association of Broadcasters
- Texarkana Gazette
- Indeed.com
- Monster.com
- Referrals