

**KLIF(AM), KTCK(AM), KTCK-FM, KPLX(FM), KLIF-FM,
WBAP(AM), KSCS(FM)
EEO PUBLIC FILE REPORT
April 1, 2020-March 31, 2021**

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
On-Air Personality	1-2, 4, 7-9, 11-21, 23-31, 34, 40, 42, 45-46, 51, 55-61	2
On-Air Personality	4*	4

**Exigent circumstances*

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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	1
3	On-Air Announcements (<i>one or more SEU stations</i>)	No	0
4	Word-of-Mouth Referral	No	2
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	6
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	Country AirCheck Jim Dorman JimDorman2@aol.com	No	2
12	Dallas Black Chamber of Commerce 2838 MLK Boulevard Dallas, TX 75215 214-421-5200 info@dbcc.org	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Dallas Hispanic Chamber of Commerce 4622 Maple Avenue, #207 Dallas, TX 75219 214-521-6007 Sagrario Ortiz (sortiz@gdhcc.com)	No	0
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 hegicareercenter@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 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 Manual McGriff mmcgriff@pqc.edu	No	0
21	All Access Website www.allaccess.com	No	0
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) Svend Tambis - recruit@utdallas.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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
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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	Dallas Baptist University 3000 Mountain Creek Pkwy Dallas, TX 75211 214-333-5360 Leoni Michael - Leoni@dbu.edu	No	0
31	Tarrant County College 817-515-8223 Northeast Campus (necareerservices@tccd.edu) 828 West Harwood Rd., Hurst, TX 76054-3299 Northwest Campus (nw.ccareerservices@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	ZipRecruiter www.ziprecruiter.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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Baylor University – EXPIRED 12/23/20 One Bear Place #97036 Waco, TX 76798-7036 254-710-8665	No	0
41	Dallas/Fort Worth Help Wanted (fee base) www.helpwanteddfw.com	No	0
42	Indeed www.indeed.com	No	0
43	Inside Radio (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 Rosaland.Tippens@rescare.com 214-624-7706	No	0
47	LinkedIn 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	SimplyHired www.simplyhired.com	No	0
51	Glassdoor www.glassdoor.com	No	0
52	LinkUp www.linkup.com	No	0
53	The Ladders www.theladders.com	No	0

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54	Monster 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
60	The Job Spider www.jobspider.com	No	0
61	Tovit https://www.trovit.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			11

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	During this reporting period, our SEU hosted four (4) student interns from University of North Texas. These interns assisted the Programming Departments and “shadowed” Department managers to learn about the operations and responsibilities of each 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	Participate in Job Fair	On February 23, 2021, our SEU participated in the Virtual Spring Career Fair hosted by Austin College. Our Business Manager attended this event and provided information to interested attendees about career opportunities in broadcasting and job openings within the SEU.
3	Participate in Job Fair	On March 9, 2021, our SEU participated in the Virtual Business, Communications, & Media Spring Career Fair hosted by Arkansas Tech University. Our Business Manager attended this event and provided information to interested attendees about career opportunities in broadcasting and job openings within the SEU.
4	Participate in Job Fair	Our SEU registered for and planned to participate in the Virtual Media, Communications, & Design Networking Fair on March 17, 2021, hosted by Oklahoma Christian University. Unfortunately, this event was cancelled due to lack of student interest related to concerns about the COVID-19 virus.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Management-level training regarding prevention of discrimination and harassment in the workplace	During the month of March 2021, our SEU participated in harassment prevention training. SEU managers were required to complete a course prepared by ThinkHR entitled, "Harassment Prevention for US Managers," designed to help develop a set of values in managerial and supervisory employees that will assist them in preventing and effectively responding to incidents of discrimination and workplace harassment. This course addressed federal anti-discrimination and anti-harassment law as well as relevant state requirements. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.
6	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020, our Market Manager and Business Manager participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, "The FCC's Equal Employment Opportunity Rules, Your Guide to Compliance." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.