

**KQXY-FM, KTCX-FM, KAYD-FM, KIKR (AM), KBED (AM) and KSTB  
(FM)**

**EEO PUBLIC FILE REPORT**

**April 1, 2014-March 31, 2015**

**I. VACANCY LIST**

**See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data**

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Webmaster	1-14, 16, 20- 21, 23-25, 30	10
Sales Assistance	1-14, 16, 20- 21, 23-25, 30	1
Program Director	1-14, 16, 20- 21, 23-25, 30	14
Promotions	1-14, 16, 20- 21, 23-25, 30	25
Sales Manager	1-14, 16, 20- 21, 23-25, 30	10
Sales Account Executive	1-14, 16, 20- 21, 23-25, 30	10
Sales Account Executive	1-14, 16, 20- 21, 23-25, 30	10

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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	<b>Texas Workforce Commission</b> David McCleskey 304 Pearl Street Beaumont, TX 77701 409-839-8045 ext. 3342 Fax: 409-832-2597 www.workintexas.com	No	8
2	<b>SEU Open Houses</b> ( <i>see Section III</i> )	No	5
3	<b>Cumulus Business Managers</b> businessmanager@cumulus.com	No	0
4	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	14
5	<b>Station Website Postings</b> ( <i>one or more SEU stations</i> )	No	0
6	<b>Walk-In/Self-Referral</b>	No	1
7	<b>Southeast Texas Website</b> www.southeasttexas.com	No	1
8	<b>Internal Posting</b> ( <i>company bulletin board</i> )	No	0
9	<b>Facebook Pages</b> ( <i>one for each FM radio station</i> )	No	0
10	<b>Word-of-Mouth Referral</b>	No	9
11	<b>Texas Association of Broadcasters Website</b> Phone: 512-322-9944 Fax: 512-322-0522 www.tab.org Contact: Teresa McAnally, Teresa@tab.org	No	0
12	<b>Radio Advertising Bureau</b> www.rab.com	No	0
13	<b>National Association of Broadcasters Website</b> www.nab.org	No	0
14	<b>Internal Transfer/Promotion</b>	No	1
15	<b>Beaumont Enterprise Newspaper</b> 380 Main Street Beaumont, TX 77701 409-838-2888 Ann O’Bannion for Internet Ads 409-838-2829	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	<b>Lamar University</b> Human Resources 4400 Martin Luther King Parkway Beaumont, TX 77705 Phone: 409-880-8878 www.Dept.lamar.edu/careerandtestingcenter	No	1
17	<b>Fronteras Newspaper</b> P.O. Box 3071 Beaumont, TX 77704 fronteras@hearstnp.com	No	0
18	<b>The Examiner Newspaper</b> Josh Cobb 795 Willow Street Beaumont, TX 77701 409-832-1400 409-832-6222 fax Theexaminer.com	No	0
19	<b>Cush Magazine</b> P.O. Box 22197 Beaumont, Tx 77720 409-212-1111	No	0
20	<b>Career Builder Website</b> www.careerbuilder.com	No	0
21	<b>Indeed Website</b> www.indeed.com	No	0
22	<b>Beaumont Black.Net</b> bmtblack@yahoo.com Contact: Shedrick Jenkins 409-782-5592	No	0
23	<b>Zip Recruiter Website</b> www.Ziprecruiter.com <i>(Internet-based job board and secondary posting service to more than 25 additional on-line job banks, eg, diversityjobs.com, monster.com and topusajobs.com)</i>	No	0
24	<b>Cumulus Media Website</b> www.cumulusradio.com	No	0
25	<b>Former Employee (re-hirer)</b>	No	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	<b>National Association of Hispanic Journalists</b> 1000 National Press Building Washington, DC 20045 202-662-7145 www.nahj.org, jobbank@nahj.or Contact: Leticia Salazar	No	0
27	<b>Jobs Today Newspaper</b> 795 Willow Beaumont, TX 77701 Phone: 409-833-1755 Contact: Kristi <a href="mailto:Dobb-Kristi@jobstodayset.com">Dobb-Kristi@jobstodayset.com</a> www.jobstodayset.com	No	0
28	<b>American Women in Radio &amp; Television</b> www.awrt.org	No	0
29	<b>The Association for Women in Communications</b> 3337 Duke Street Alexandria, VA 22314 Attn: Job Bank info@womcom.org	No	0
30	<b>Ohio Center for Broadcasting - Columbus</b> 5330 East Main Street, Suite 200 Columbus, Ohio 43213 614-245-0555 Contact: Gary James, Placement Coordinator, gary@beonair.com Columbus.placement@beonair.com	No	0
31	<b>National Association of Black College Broadcasters</b> P.O. Box 3191 Atlanta, GA 30302 Phone: 404-523-6136 Contact: Mr. Jelks, bcrmail@aol.com	No	0
32	<b>Asian American Journalists Association</b> 1182 Market Street, Suite 320 San Francisco, CA 94102 415-346-2051 www.aaja.org; post@aaja.org Contact: Albert Lee	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			41

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in Job Fair	On November 13, 2014, our SEU participated in the Hiring Red White & You Job Fair hosted by Southeast Texas Workforce at the Beaumont Civic Center. SEU representatives spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU and answered questions. Attendees who expressed great interest were provided with an application and a list of job openings. SEU participants included the Business Manager and several Account Executives.
<b>2</b>	Participate in program sponsored by an educational institution relating to careers in broadcasting	On January 28, 2015, one of our SEU's On-Air Personalities along with an Account Executive attended Career Day at Central High School in Beaumont, TX. They talked with students about careers in radio and the various positions including those in sales and programming.
<b>3</b>	Host Open House – Programing	On February 16, 2015, one of our SEU's Program Director along with an On-Air Personalities and Business Manager hosted open house for students of Lamar University Association of Black Journalists in Beaumont, TX. They talked with students about careers in radio. Giving them an over view of how things work in the various positions including those in general office, programming and sales. Attendees were introduced to staff members and toured the facilities/studios.