

**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, 2017-March 31, 2018**

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
Account Executive #1	1-4,6,7,9,11-21,23-31,34,40,42,45,46,48,50-52,55	3
Producer/WBAP-AM	1,2,4,7,9,11-21,23-31,34,40,42,45,46,48,51,52,55	4
News Reporter/WBAP-AM	1,2,4,7,9,11-21,23-31,34,40,42,45,46,48,50-52,55	34
Account Executive #2	1-7,9,11-21,23-31,34-35,40,42,45,46,48,50-52,55	5
Producer/WBAP-AM	1,2,4,7,9,11-21,23-31,34,40,42,45,46-48,51,52,55	4
Account Executive #3	1-4,7,9,11-21,23-31,34,35,40,42,45,46,48,51,52,55	4
Account Executive #4	1-4,7,9,11-21,23-31,34,35,40,42,45,46,48,51,52,55	4
Account Executive #5	1-4,7,9,11-21,23-31,34,35,40,42,45,46,48,51,52,55	2
Digital Project Coordinator	1,2,4,7,9,11-21,23-31,34,40,42,45,46-48,51,52,55	2
Account Executive #6	1-4,6,7,9,11-21,23-31,34,40,42,45,46,48,51,52,55	4
Account Executive #7	1-4,6,7,9,11-21,23-31,34,40,42,45,46,48,51,52,55	3
News Reporter/Editor	1,2,4-7,9,11-21,23-31,34,40,42,45,46,48,51,52,55	2
Account Executive #8	1-4,6,7,9,11-21,23-31,34,40,42,45,46,48,51,52,55	3
Account Executive #9	1-4,6,7,9,11-21,23-31,34,40,42,45,46,48,51,52,55	4
Promotions Director	1,2,4,7,9,11-21,23-31,33,34,40,42,45,46,48,51,52,55	2
Digital Content Producer	1-4,6,7,9,11-21,23-31,33,34,40,42,45-48,51,52,55	42
Staff Accountant	1-4,6,7,9,11-21,23-31,33,34,40,42,45-48,51,52,55	3
On-Air/KLIF-AM	1,2,4,6,7,9,11-21,23-31,33,34,40,42,45,46,48,51,52,55	2
Asst Program Director/KSCS	1,2,4,7,9,11-21,23-31,33,34,40,42,45,46,48,51,52,55	4

**Exigent circumstances*

¹ Station KESN is subject to a Local Programming and Marketing Agreement dated October 8, 2013, between Susquehanna Radio Corp. (Programmer) and KESN Assets, LLC (Licensee).

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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 (one or more SEU stations)	No	22
3	On-Air Announcements (one or more SEU stations)	No	11
4	Word-of-Mouth Referral	No	23
5	Walk-in/Self-Referral	No	9
6	SEU Job Fair(s)/Open House(s) (see Section III)	No	0
7	Internal Posting	No	5
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	Greater Asian Chamber of Commerce 11171 Harry Hines Boulevard, #115 Dallas, TX 75229 972-241-8250 Gal Jumaos (gal@gdaacc.com)	No	0
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 Alicia Love - atlove@smu.edu	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 Francynne Amynard – fmaynard@dcccd.edu Mike Alford – malford@dcccd.edu Mike Henderson – mhenderson@dcccd.edu Sharon Mckinney – sharonmckinney@dcccd.edu Warren Osby – wosby@dcccd.edu Diana Sukut – dsukut@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	21
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 972-883-29443 972-883-2431 (fax) Shereada Harrell Annie Benjamin Nakoya Moss 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@aia.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 Marion Hill - Marion@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.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 (Fee Base) www.allwomeninmedia.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	5
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	American Broadcasting School 4511 SE 29 th Street Oklahoma City, OK 73115 405-672-6511 michelle@radioschool.com	No	0
41	Dallas/Fort Worth Help Wanted (fee base) www.helpwanteddfw.com	No	0
42	Indeed Website www.indeed.com	No	13
43	Inside Radio Website www.insideradio.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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- Greater Dallas 5955 Alpha Road, #200 Dallas, TX 75240 972-388-5625 www.workintexas.com Kathleen Nisbett – Kathleen.nisbett@rescare.com	No	0
47	Linked In Website www.linkedin.com	No	4
48	SEU Facebook Pages (separate page for each station in SEU)	No	0
49	Traffic Directors Guild of America www.TDGA.org	No	0
50	Simply Hired Website www.simplyhired.com	No	0
51	Glassdoor www.glassdoor.com	No	1
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
TOTAL INTERVIEWEES OVER REPORTING PERIOD			105

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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 twenty-two (22) student interns from: Dallas Baptist University (1), Oklahoma State University (1), Oklahoma University (1), Prairie View A&M (1), Southern Methodist University (1), Texas A&M (1), Texas Christian University (1), University of Miami (1), University of North Texas (7), University of Texas/Arlington (5), University of Texas/Austin (2). These interns assisted the Programming and Promotion 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 event/program sponsored by an educational institution relating to careers in broadcasting	On April 27, 2017, our Regional Market Manager was invited to the Mass Communication Department annual awards sponsored by Washburn University. He discussed several aspects of broadcasting/getting into media. He personally donated \$15,000 in scholarships over a four year period. The event was attended by 105 persons.
3	Participate in event/program sponsored by an educational institution relating to careers in broadcasting	On October 11, 2017, our SEU participated in the Southwest Adventist University Student Media Tour. A group of twenty-four (24) students toured our facilities during and our Program Director, Promotion Director, and Production Staff provided information about the industry, operations, and career opportunities in radio.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Participate in event/program sponsored by an educational institution relating to careers in broadcasting/Participate in Job Fair	On October 24, 2017, our SEU participated in the University of Texas Arlington “Comm Day Event” sponsored by the Department of Communication. Our Operations Manager participated on a panel discussing the broadcasting industry. Our Assistant Business Manager attended this event and provided information to interested attendees about career opportunities in broadcasting and job openings within the SEU.
5	Participate in event/program sponsored by an educational institution relating to careers in broadcasting	On October 30, 2017, our SEU participated in the Southern Methodist University Student Media Tour sponsored by the Center for Marketing Management Studies department. A group of three (3) sales 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 four account executives.
6	Participate in Job Fair	On January 23, 2018, our SEU participated in the Spring Career Fair hosted by Dallas Baptist University. Our Business Manager attended this event and provided information to interested attendees about career opportunities in broadcasting and job openings within the SEU.
7	Participate in Job Fair	On February 27, 2018, our SEU participated in the Sports Industry Career Fair hosted by the Dallas Stars at the American Airlines Center in Dallas. Our 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
8	Participate in event/program sponsored by an educational institution relating to careers in broadcasting	On March 2, 2018, our SEU participated in the Alliance for Women in Media-Dallas/Fort Worth Student Media Tour. A group of thirty-four (34) students toured our facilities during which our General Sales Manager, Program Director, Digital Sales Manager, & Promotion Director provided information about the industry, advertising, marketing, operations and career opportunities in radio.
9	Participate in Job Fair	On March 21, 2018, our SEU participated in the Journalism, Media, Communication, & Visual Career Fair hosted by University of North Texas. Our Business Manager attended this event and provided information to interested attendees about career opportunities in broadcasting and job openings within the SEU.
7	Participate in Job Fair	On March 29, 2018, our SEU participated in the North Lake College Spring Career Fair. Our Business Manager attended this event and provided information to interested attendees about career opportunities in broadcasting and job openings within the SEU.