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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (“RS”) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promotions Director</td>
<td>1,2,4,6-9,12-21,23-31,33,34,40,42,45-48,51-55</td>
<td>4</td>
</tr>
<tr>
<td>Staff Engineer</td>
<td>1,2,4,6-9,12-21,23-31,33,34,40,42,45-48,51-55</td>
<td>42</td>
</tr>
<tr>
<td>Account Executive #1</td>
<td>1-4,6-9,12-21,23-31,33,34,40,42,45-48,51-55</td>
<td>3</td>
</tr>
<tr>
<td>Account Executive #2</td>
<td>1-4,6-9,12-21,23-31,33,34,40,42,45-48,51-55</td>
<td>4</td>
</tr>
<tr>
<td>Account Executive #3</td>
<td>1-4,7-9,12-21,23-31,33,34,40,42,45-48,51-55</td>
<td>4</td>
</tr>
<tr>
<td>Account Executive #4</td>
<td>1-4,7-9,12-21,23-31,33,34,40,42,45-48,51-55</td>
<td>4</td>
</tr>
<tr>
<td>Account Executive #5</td>
<td>1-4,7-9,12-21,23-31,33,34,40,42,45-48,51-55</td>
<td>4</td>
</tr>
<tr>
<td>On-Air #1</td>
<td>1,2,4,7-9,12-21,23-31,33,34,40,42,45-48,51-55</td>
<td>21</td>
</tr>
<tr>
<td>Account Executive #6</td>
<td>1-4,7-9,12-21,23-31,33,34,40,42,45-48,51-55</td>
<td>4</td>
</tr>
<tr>
<td>Director of Sales - Music</td>
<td>1,2,4,7-9,12-21,23-35,40,42,45-48,51-55</td>
<td>4</td>
</tr>
<tr>
<td>Production Staff</td>
<td>1,2,4,7-9,12-21,23-31,33,34,40,42,45-48,51-55</td>
<td>2</td>
</tr>
<tr>
<td>Account Executive #7</td>
<td>1-4,7-9,12-21,23-31,33,34,40,42,45-48,51-55</td>
<td>4</td>
</tr>
<tr>
<td>On-Air #2</td>
<td>1,2,4,6-9,12-21,23-31,33,34,40,42,45-48,51-55</td>
<td>4</td>
</tr>
<tr>
<td>On-Air #3</td>
<td>1,2,4,6-9,12-21,23-31,33,34,40,42,45-48,51-55</td>
<td>4</td>
</tr>
<tr>
<td>Program Director</td>
<td>1,2,4,6-9,12-21,23-31,33,34,40,42,45-48,51-55</td>
<td>4</td>
</tr>
</tbody>
</table>

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.
# EEO PUBLIC FILE REPORT

**April 1, 2019-March 31, 2020**

## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Cumulus Business Managers <a href="mailto:BM@cumulus.com">BM@cumulus.com</a></td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>2</td>
<td>Station Website Postings <em>(one or more SEU stations)</em></td>
<td>No</td>
<td>15</td>
</tr>
<tr>
<td>3</td>
<td>On-Air Announcements <em>(one or more SEU stations)</em></td>
<td>No</td>
<td>15</td>
</tr>
<tr>
<td>4</td>
<td>Word-of-Mouth Referral</td>
<td>No</td>
<td>21</td>
</tr>
<tr>
<td>5</td>
<td>Walk-in/Self-Referral</td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>6</td>
<td>SEU Job Fair(s)/Open House(s) <em>(see Section III)</em></td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>7</td>
<td>Internal Posting</td>
<td>No</td>
<td>15</td>
</tr>
<tr>
<td>8</td>
<td>Handshake.com <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a></td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>9</td>
<td>Ohio Center For Broadcasting 5330 East Main Street, Suite 200 Columbus, OH 43212 614-245-0555 Alvis Moore, Placement Director <a href="mailto:amoore@beonair.com">amoore@beonair.com</a></td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>10</td>
<td>Texas Workforce Commission 2922 MLK Boulevard Dallas, TX 75215 214-421-2460 Sally Nelson <a href="http://www.twc.state.tx.us">www.twc.state.tx.us</a></td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>11</td>
<td>Intentionally Omitted</td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>12</td>
<td>Dallas Black Chamber of Commerce 2838 MLK Boulevard Dallas, TX 75215 214-421-5200 <a href="mailto:info@dbcc.org">info@dbcc.org</a></td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>13</td>
<td>Dallas Hispanic Chamber of Commerce 4622 Maple Avenue, #207 Dallas, TX 75219 214-521-6007 Sagrario Ortiz (<a href="mailto:sortiz@ghccc.com">sortiz@ghccc.com</a>)</td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>RS Number</td>
<td>RS Information</td>
<td>Source Entitled to Vacancy Notification? (Yes/No)</td>
<td>No. of Interviewees Referred by RS Over Reporting Period</td>
</tr>
<tr>
<td>-----------</td>
<td>----------------------------------------------------------------------------------------------------------</td>
<td>---------------------------------------------------</td>
<td>----------------------------------------------------------</td>
</tr>
<tr>
<td>14</td>
<td>Texas Christian University/tcu.edu&lt;br&gt;PO Box 297300&lt;br&gt;Ft. Worth, TX 76129&lt;br&gt;817-257-5572&lt;br&gt;Jessica Cates - <a href="mailto:j.cates@tcu.edu">j.cates@tcu.edu</a></td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>15</td>
<td>Southern Methodist University/smu.edu&lt;br&gt;Hegi Family Career Development Center&lt;br&gt;PO Box 750256&lt;br&gt;Dallas, TX 75275-0256&lt;br&gt;214-768-2266&lt;br&gt;214-768-4292 (fax)&lt;br&gt;<a href="mailto:recruit@smu.edu">recruit@smu.edu</a>&lt;br&gt;<a href="mailto:hegiccareercenter@smu.edu">hegiccareercenter@smu.edu</a>&lt;br&gt;Wendelin Donahue - <a href="mailto:wdonahue@smu.edu">wdonahue@smu.edu</a>&lt;br&gt;Liberal &amp; Communication Arts 214-768-2436</td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>16</td>
<td>University of Dallas/udallas.edu&lt;br&gt;1845 E. Northgate Drive, Carpenter Hall, Room 141&lt;br&gt;Irving, TX 75062-4736&lt;br&gt;972-721-5131&lt;br&gt;972-721-5044 (fax)&lt;br&gt;Harriet H. Cousins&lt;br&gt;<a href="mailto:career@udallas.edu">career@udallas.edu</a></td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>17</td>
<td>DeVry University&lt;br&gt;4800 Regent Boulevard&lt;br&gt;Irving, TX 75063-2439&lt;br&gt;972-929-6777&lt;br&gt;Danielle Fortier – <a href="mailto:dfortier@devry.edu">dfortier@devry.edu</a>&lt;br&gt;630-652-8606</td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>RS Number</td>
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</tr>
<tr>
<td>-----------</td>
<td>----------------</td>
<td>-----------------------------------------------</td>
<td>-----------------------------------------------------</td>
</tr>
<tr>
<td>18</td>
<td>Dallas County Community College District</td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>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 – <a href="mailto:adame@dcccd.edu">adame@dcccd.edu</a> Crystal Larthridge – <a href="mailto:clarthridge@dcccd.edu">clarthridge@dcccd.edu</a> Francynne Amynard – <a href="mailto:fmaynard@dcccd.edu">fmaynard@dcccd.edu</a> Mike Alford – <a href="mailto:malford@dcccd.edu">malford@dcccd.edu</a> Mike Henderson – <a href="mailto:mhenderson@dcccd.edu">mhenderson@dcccd.edu</a> Sharon McKinney – <a href="mailto:sharonmckinney@dcccd.edu">sharonmckinney@dcccd.edu</a> Warren Osby – <a href="mailto:wosby@dcccd.edu">wosby@dcccd.edu</a> Lathera Addison - <a href="mailto:laddison@dcccd.edu">laddison@dcccd.edu</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>Greater Austin Black Chamber of Commerce</td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>5407 North IH 35, Suite 304 Austin, TX 78723 512-459-1181 <a href="http://www.austinbcc.org">www.austinbcc.org</a> <a href="mailto:admin@austinbcc.org">admin@austinbcc.org</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td>20</td>
<td>Paul Quinn College</td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Ariana Ortega-Castrellon</td>
<td>214-379-5577 <a href="mailto:aortega-castrellon@pqc.edu">aortega-castrellon@pqc.edu</a></td>
<td></td>
</tr>
<tr>
<td>21</td>
<td>All Access Website</td>
<td>No</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td><a href="http://www.allaccess.com">www.allaccess.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td>22</td>
<td>Media Staffing Network (fee base)</td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:info@mediastaffingnetwork.com">info@mediastaffingnetwork.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td>23</td>
<td>University of Texas at Dallas/utdallas.edu</td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>UTD Career Center PO Box 830688, MC-16 Richardson, TX 75083-0688 972-883-2943 972-883-2431 (fax) Arturo Silva - <a href="mailto:Arturo.Silva@utdallas.edu">Arturo.Silva@utdallas.edu</a> - 972-883-4271 <a href="mailto:recruit@utdallas.edu">recruit@utdallas.edu</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td>RS Number</td>
<td>RS Information</td>
<td>Source Entitled to Vacancy Notification? (Yes/No)</td>
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</tr>
<tr>
<td>-----------</td>
<td>----------------</td>
<td>-----------------------------------------------</td>
<td>----------------------------------------------------------</td>
</tr>
<tr>
<td>24</td>
<td>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 <a href="mailto:careers@uta.edu">careers@uta.edu</a> Nicole Caron – <a href="mailto:caron@uta.edu">caron@uta.edu</a> Nikki Dickens – <a href="mailto:nikki@uta.edu">nikki@uta.edu</a></td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>25</td>
<td>West Texas A&amp;M University Employer Relations/Office of Career Services WTAMU Box 60728 Canyon, Texas 79016-0001 806-651-2345 806-651-2925(f) Karl Kimsey – <a href="mailto:kkimsey@wtamu.edu">kkimsey@wtamu.edu</a></td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>26</td>
<td>The Art Institute of Dallas Two Northpark East 8080 Park Lane, Suite 100 Dallas, TX 75231 469-587-1212 David Elias – Contact: <a href="mailto:delias@aai.edu">delias@aai.edu</a></td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>27</td>
<td>Texas Women’s University 304 Administration Drive PO Box 425589 Denton, TX 76204 940-TWU-2000 Sherri Williams - <a href="mailto:careers@twu.edu">careers@twu.edu</a></td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>28</td>
<td>University of North Texas 1155 Union Circle #31277 Denton, TX 76203-5017 940-565-2000 Dan Naegeli- <a href="mailto:naegeli@unt.edu">naegeli@unt.edu</a></td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>29</td>
<td>Austin College 900 N. Grand Avenue Sherman, TX 75090-4400 903-813-2000 Lance Ott - <a href="mailto:career@austincollege.edu">career@austincollege.edu</a></td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>30</td>
<td>Dallas Baptist University 3000 Mountain Creek Pkwy Dallas, TX 75211 214-333-5360 Leoni Michael - <a href="mailto:Leoni@dbu.edu">Leoni@dbu.edu</a></td>
<td>No</td>
<td>0</td>
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<tr>
<td>RS Number</td>
<td>RS Information</td>
<td>Source Entitled to Vacancy Notification? (Yes/No)</td>
<td>No. of Interviewees Referred by RS Over Reporting Period</td>
</tr>
<tr>
<td>-----------</td>
<td>----------------</td>
<td>-----------------------------------------------</td>
<td>------------------------------------------------</td>
</tr>
<tr>
<td>31</td>
<td><strong>Tarrant County College</strong>&lt;br&gt;817-515-8223&lt;br&gt;Northeast Campus (<a href="mailto:neccareerservices@tccd.edu">neccareerservices@tccd.edu</a>)&lt;br&gt;828 West Harwood Rd., Hurst, TX 76054-3299&lt;br&gt;Northwest Campus (<a href="mailto:nw.ccareerservices@tccd.edu">nw.ccareerservices@tccd.edu</a>)&lt;br&gt;1500 Houston St, Ft. Worth, TX 76102&lt;br&gt;South Campus (<a href="mailto:monica.bettle@tccd.edu">monica.bettle@tccd.edu</a>)&lt;br&gt;5301 Campus Drive, Ft. Worth, TX 76119&lt;br&gt;Southeast Campus (<a href="mailto:secareerservices@tccd.edu">secareerservices@tccd.edu</a>)&lt;br&gt;Tracy Williams <a href="mailto:tracy.williams@tccd.edu">tracy.williams@tccd.edu</a>&lt;br&gt;Gina Maloy - <a href="mailto:gina.maloy@tccd.edu">gina.maloy@tccd.edu</a>&lt;br&gt;2100 Southeast Pkwy, Arlington, TX 76018</td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>32</td>
<td><strong>Alliance For Women In Media (DFW)</strong>&lt;br&gt;www.allwomeninmedia-dfw.org</td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>33</td>
<td><strong>Zip Recruiter.com</strong></td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>34</td>
<td><strong>Texas Association of Broadcasters (TAB)</strong>&lt;br&gt;502 E. 11th Street, Suite 200&lt;br&gt;Austin, TX 78701&lt;br&gt;512-322-9944&lt;br&gt;<a href="mailto:jobs@tab.org">jobs@tab.org</a>&lt;br&gt;Anna Romero - <a href="mailto:anna.romero@tab.org">anna.romero@tab.org</a></td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>35</td>
<td><strong>Media Recruiter (fee base)</strong>&lt;br&gt;www.mediarecruiter.com</td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>36</td>
<td><strong>National Association of Black Journalist (fee base)</strong>&lt;br&gt;www.nabj.org</td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>37</td>
<td><strong>Association for Women in Communications (fee base)</strong>&lt;br&gt;www.womcom.org&lt;br&gt;<a href="mailto:pvalenzuela@womcom.org">pvalenzuela@womcom.org</a></td>
<td>No</td>
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<tr>
<td>38</td>
<td><strong>National Association of Hispanic Journalist (fee base)</strong>&lt;br&gt;www.nahjcareercenter.com</td>
<td>No</td>
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</tr>
<tr>
<td>39</td>
<td><strong>Sportscaster Talent Agency of America</strong>&lt;br&gt;www.startalent.com&lt;br&gt;<a href="mailto:jon@staatalent.com">jon@staatalent.com</a></td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>40</td>
<td><strong>Baylor University</strong>&lt;br&gt;One Bear Place #97036&lt;br&gt;Waco, TX 76798-7036&lt;br&gt;Jarrod Mathis - <a href="mailto:Jarrod.Mathis@baylor.edu">Jarrod.Mathis@baylor.edu</a>&lt;br&gt;254-710-8665</td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>41</td>
<td><strong>Dallas/Fort Worth Help Wanted (fee base)</strong>&lt;br&gt;www.helpwanteddfw.com</td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>42</td>
<td><strong>Indeed Website</strong>&lt;br&gt;www.indeed.com</td>
<td>No</td>
<td>3</td>
</tr>
<tr>
<td>RS Number</td>
<td>RS Information</td>
<td>Source Entitled to Vacancy Notification? (Yes/No)</td>
<td>No. of Interviewees Referred by RS Over Reporting Period</td>
</tr>
<tr>
<td>-----------</td>
<td>----------------</td>
<td>-----------------------------------------------</td>
<td>-------------------------------------------------------</td>
</tr>
</tbody>
</table>
| 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  
Rosaland.Tippens@rescare.com  
214-624-7706 | No | 0 |
| 47        | Linked In Website  
www.linkedin.com | No | 0 |
| 48        | SEU Facebook Pages  
(separate page for each station in SEU) | 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 |
<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>60</td>
<td>The Job Spider</td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>61</td>
<td>Tovit</td>
<td>No</td>
<td>0</td>
</tr>
</tbody>
</table>

**TOTAL INTERVIEWEES OVER REPORTING PERIOD** 73
### III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description of Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1 Internship Program (Spring 2019)</strong></td>
<td>During this reporting period, our SEU hosted fourteen (14) student interns from: Dallas Baptist University (1), Santa Clara University (1), Texas A&amp;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.</td>
</tr>
<tr>
<td><strong>2 Internship Program (Summer 2019)</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>3 Internship Program (Fall 2019)</strong></td>
<td>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.</td>
</tr>
<tr>
<td>Type of Recruitment Initiative (Menu Selection)</td>
<td>Brief Description of Activity</td>
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<tr>
<td>The student interns also worked closely with SEU producers and provided the support necessary to help them create a variety of radio shows.</td>
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<tr>
<td><strong>Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment</strong></td>
<td>During the month of April 2019, this SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by ThinkHR entitled, “Workplace Harassment Prevention,” designed to address sexual harassment with a focus on the forms of harassment prohibited by federal law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial.</td>
</tr>
<tr>
<td><strong>Participate in event/program sponsored by an educational institution relating to careers in broadcasting</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>Participate in Job Fair</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>Participate in Job Fair</strong></td>
<td>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</td>
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<tr>
<td>Type of Recruitment Initiative (Menu Selection)</td>
<td>Brief Description of Activity</td>
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<td>about career opportunities in broadcasting and job openings within the SEU.</td>
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<tr>
<td>8 Participate in Job Fair</td>
<td>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.</td>
</tr>
<tr>
<td>8 Hosted an event/program sponsored by a professional organization relating to careers in broadcasting</td>
<td>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, &amp; Promotion Director provided information about the industry, advertising, marketing, operations and career opportunities in radio.</td>
</tr>
</tbody>
</table>