

2019 ANNUAL EEO PUBLIC FILE REPORT

Four R Broadcasting Stations: KDCD-FM, KMDX-FM, KXQT-

FM Community of License: San Angelo, TX., Stanton, TX

Reporting Period: April 1, 2019-March 31, 2020 No. of Full-time

Employees: 9(nine)

Small Market Exemption: Yes

During the Reporting Period, 5(five) full time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Participated in one **job fair** by station personnel who have substantial responsibility in making hiring decisions:*

Four R Broadcasting participated in a virtual job fair facilitated by the State of Texas Workforce program. The event was held on September 23rd 2020 on line. We participated from 10am-2pm. This event was attended by a multitude of women and minorities. The station General Manager was the event representative.

Hosted ^{at least one} job fair:

Four R Broadcasting hosted a virtual job fair on Tuesday January 7th 2020 from 10:00am until 2:30pm. There were 7 inquiries and 3 persons participated. The event was advertised on both KDCD, KMDX and KTXQ as an EEO event.

*Provided **training** to **management level personnel** on methods of ensuring equal employment opportunity and presentation.*

The General Manager viewed the archived webcast of the Commission's "EEO Best Practices In The Broadcast Industry. The webcast provided instruction on best practices and compliance issues with respect to the FCC's Equal Employment Opportunity rules.

*Participated in **job banks**, **internet programs**, and other programs designed to promote outreach generally (i.e., that are not primarily directed to*

providing notification of specific job vacancies).

We worked with Professors in the Communications Dept. to inform students of general programming opportunities that exist within Four R Broadcasting. This was an ongoing notification that lasted throughout the reporting period.

LIST OF POSITIONS FILLED

Date of Hire	Job Title	Recruitment Source Referring Hiree
9/23/2019	Account Representative	Indeed on line posting
12/7/2019	Account Representative	Walk in//internal Referral

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 9(Nine)

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Standard-Times Newspaper	0
Craigslist	4
Angelo State University	1
Texas Association of Broadcasters	0
Indeed	5
NAACP	0

RECRUITING SOURCES USED

Job Title of Position: All positions Date of Hire:

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. and E-Mail Address of Source
Standard-Times	N	34 W. Harris Ave., San Angelo, Tx. 76903	Classified Dept.	325-659-8200
Indeed		Indeed.com	On-line	Indeed.com
Craigslist	N			Craigslist.com
Angelo St. Universit	N	2601 W. Ave. N, San Angelo, TX. 76909	Tony Blair	Tony.blair@angelo.edu.com
Texas Assoc. Of Broadcasters	N			www.tab.org.
NAACP	N		Garland Freeze	garladfreeze@yahoo.com

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.