

2021 ANNUAL EEO PUBLIC FILE REPORT

Four R Broadcasting

Stations: KDCD-FM, KMDX-FM, KQXT-FM

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

Reporting Period: April 1, 2020-March 31, 2021

No. of Full-time employees: 9 (Nine)

Small Market Exemption: Yes

During the Reporting Period, one (1) full time position was 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):

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

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

Participated in other activities designed by station employment reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

Worked with Professors in the Communications Dept. of Angelo State University to inform students of unit 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
2/01/2021	Account Representative	Rehire

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 1

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Standard-Times Newspaper	0
All Access	0
Craigslist	0
Angelo State University	0
Texas Association of Broadcasters	0
NAACP	0
In-house referral	0
Texas Workforce	0
In-house Job Fair	1
Indeed	0

RECRUITING SOURCES USED

Job Title of Position: All positions Dates of Hire: As set forth above

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. and E-Mail Address of Source
Standard-Times Newspaper	N	34 W. Harris Ave., San Angelo, TX 76903	Classified Dept.	325-659-8200
All Access	N	28955 Pacific Coast Hwy. Suite 210 Malibu, CA 90265	Joel Denver	(310)457-6616 http://www.allaccess.com
Craigslist	N	www.craigslist.com		Craigslist.com
Angelo State University	N	2601 W. Ave. N, San Angelo, TX. 76909	Tony Blair	Tony.blair@angelo.edu.com
Texas Assoc. Of Broadcasters	N	502 E. 11 th St., #200, Austin, TX 78701		512-322-9944 www.tab.org
NAACP	N		Garland Freeze	garlandfreeze@yahoo.com
Indeed on-line Employment site	N	www.indeed.com		
Four R Job Fair	N	Four R Broadcasting 3434 Sherwood Way San Angelo, TX 76901	Chris Ling	325-947-0899 cling@lonestar-mdx.com
Texas Workforce Commission	N	202 Henry O. Flipper St., San Angelo, TX 76903	TWC staff member	325-653-2321 www.twc.state.tx.us

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