

2017 ANNUAL EEO PUBLIC FILE REPORT

Four R Broadcasting

Stations: KDCD-FM, KMDX-FM

Community of License: San Angelo, TX.

Reporting Period: April 1, 2016-March 31, 2017

No. of Full-time Employees: 8 (eight)

Small Market Exemption: Yes

During the Reporting Period, 8(eight) 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 job fair facilitated by the State of Texas Workforce Red, White and Blue job fair program. The event was held on November 9th, 2017 at Ft. Concho. We participated from 12noon-5pm. This event was attended by a multitude of women and minorities. No recruits were hired from this event. The station General Manager was the event representative.

Hosted at least one job fair:

Four R Broadcasting continuously ran a general recruitment add for all potential employees in the classified section of the local newspaper, The Standard-Times. The add was run once per quarter on a consistent basis. It covered employment opportunities on both KDCD FM and KMDX FM and informed readers that Four R Broadcasting was an EQUAL OPPORTUNITY EMPLOYER.

*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
January 2017	News Reporter	Standard Times Newspaper
January 2017	Account Representative	Craigslist on line posting
July 2017	Account Representative	Promotion from PT to Fulltime
August 2017	Account Representative	Indeed, Recruiting site
October 2017	News Reporter	Indeed, Recruiting site
December 2017	On Air	Indeed Recruiting site

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 13(Thirteen)

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Standard-Times Newspaper	4
All Access	0
Craigslist	5
Angelo State University	1
Texas Association of Broadcasters	0
Indeed Recruiting site	7
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
All Access	N			Allaccess.com
Craigslist	N			Craigslist.com
Angelo St. University	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
Indeed				

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