TEJAS BROADCASTING

KQFX

KZIP

KBZD

KTNZ

3639 Wolflin Ave Amarillo, TX 79102

EEO Public File Report April 2015- March 2016

Tejas Broadcasting is an Equal Opportunity Employer Full Time Job Opening/Interviewee Data

Job Title	Date Filled	Total # of	Sources which	# of	Hired
		People	Referred Interviewee	interviewee	Referral Source
		Interviewed		per Sources	
1 Receptionist/Admin. Assistant	6/1/15	3	Indeed.com	5	Indeed.com
2 Account Executive		0	Indeed.com	0	
3 Account Executive		0	Radioisntdead.com	0	
4 Account Executive		0	Tejas Broadcasting	0	

RECRUITMENT SOURCES										
	Source	Contact	Telephone	Address	Source Type	Total # of Interviewees Referred				
1	AM De Amarillo	Yolanda Mendoza	806-400-1872	amdeamarillo@gmail.com 1516 N Hayes - 79107	Newspaper					
2	El Bilingue	Vicente Ramirez	806-444-5678	112 SW 8th Amarillo, TX 79102	Newspaper					
3	Tejas Broadcasting	Paco Jacobo	806-355-1044	3639 Wolflin Ave Amarillo, TX 79102	Radio Advertising					
4	Walk In									
5	Employee Referral									
	AllAccess.com & Company				Online	4				
7	Indeed.com			www.indeed.com	Online	10				
8	Radioisntdead.com		404-220-9299	www.radioisntdead.com	Online					
	William Sternberg & Company	Bill Sternberg	1	6526 S. Kanner Stuart, FL 34997						

Tejas Broadcasting notifies each source for each postion available.

Notice:

Organizations that regularly distribute information about employement opportunities to job seekers or refer job seekers to employers may request Tejas Broadcasting to provide them with information about full time job opening for which it request notices. Requests should be directed to Tejas Broadcasting.

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STATEMENT OF SUPPLEMENTAL EEO OUTREACH ACTIVITIES

Tejas Broadcasting engaged in the following events in cooperation with the public relating to career opportunities in broadcasting.

December 2014 - March 2015

Tejas Broadcasting Market Manager placed an ad on air for possible careers in sales with Tejas Broadcasting. Applications for employment and resumes are being accepted at Tejas Broadcasting Offices.

Internship

Tejas Broadcasting offers internship to anyone interested learning a career in the radio field.

Radio Ads Ran

Tejas Broadcasting announces job openings on air on all four of our stations.

Tejas Broadcasting has also established training programs designed to enable station personnel to acquire skills that could improve job performance and also qualify them for higher job positions.

Sales training are conducted with the sales staff three times a week.

On-line training throught RAB and we offer ongoing education to all employees in all areas.

Cross training is done with the office workers giving them the opportunity to learn each other job.

Program Managers for each station have ongoing training programs for On-Air Personalities which include training on equipment in both production and control room along with weekly follow up training sessions to help improve the quality of on-air shifts.

Weekly meetings are held with all department managers giving insite on items that need impovement for each department and what actions are being taken to make personnel improve job performance.