

2024 ANNUAL EEO PUBLIC FILE REPORT

Four R Broadcasting

Stations: KDCD-FM, KMDX-FM

Community of License: San Angelo, TX.

Reporting Period: April 1, 2023-March 31, 2024

No. of Full-time Employees: 6(six)

Small Market Exemption: Yes

During the Reporting Period, 3(three) 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):

Four R Broadcasting has established the Paul Gibson Memorial Scholarship Fund to promote interest and participation in the Radio Broadcast industry. This Scholarship is being administered by the San Angelo Area Foundation.

Four R Broadcasting provides EEO training to all new employees as part of their orientation into the company. This training takes place the first week of employment.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
6/3/2023	Account Representative	Indeed
8/16/2023	Account Representative	Referral
1/22/2024	Account Representative	Indeed

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 4(four)

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Zip Recruiter	1
Standard-Times Newspaper	0
Facebook	0
Angelo State University	0
Texas Association of Broadcasters	0
Indeed	3
NAACP	0

RECRUITING SOURCES USED

Job Title of Position: All positions Date 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	N	34 W. Harris Ave., San Angelo, Tx. 76903	Classified Dept.	325-659-8200
Indeed		Indeed.com	On-line	Indeed.com
Facebook	N	Social media	Station-Kayla Stevens	325-947-0899 kstevens@4rbroadcasting.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

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