

Annual EEO Public File Report

- 1. Station Employment Unit: KKDA-FM/KRNB-FM  
(Station or group of commonly owned stations in the same market that share at least one employee)
- 2. Annual Reporting Period: April 1, 2017 – March 31, 2018

3. Chart for each full-time job vacancy that was filled during relevant Annual Reporting Period:

Job Title	Date of Hire	Hired Person Referred By Which Recruitment Source?	Total Number of Interviewees for Position	Referral Sources of Interviewees (and Number of Interviewees By Source)
On-Line Content Coordinator	10.30.2017	In-House Posting	5	K104 Website 3 Employee Referral 1 In-House Posting 1
Promotions Assistant FT	1.20.2018	In-House Posting	8	Industry Referral 2 In-House Posting 1 K104 Website 4 American Broadcasting School 1

4. How many total candidates were interviewed to fill the full-time job vacancies listed above?  13

Recruitment Source No. 1: Inside Radio

Contact: Gene McKay

Address: PO Box 567925, Atlanta, GA 31156

Telephone: 800-640-8852

E-mail Address: ads@insideradio.com

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Of the total number of interviews conducted to fill the full-time job vacancies listed above 0,

Candidates were referred by this recruitment source.

Recruitment Source No. 2: UT Dallas Career Center

Contact: Linda Johnson

Address: 800 W. Campbell Rd., Richardson, TX 75083

Telephone: 972.883.2943

E-mail Address: recruit@utdallas.edu

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

On-Line Content Coordinator; Promotions Assistant- FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above 0

Candidates were referred by this recruitment source.

Recruitment Source No. 3: Dallas Hispanic Chamber of Commerce

Contact: Daniel Perez

Address: 4622 Maple Avenue, Suite 207, Dallas, TX 75219

Telephone: 214.521.6007

E-mail Address: daniel@gdhcc.com

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

On-Line Content Coordinator; Promotions Assistant- FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source No. 4: Service Broadcasting

Contact: In-House Posting

Address: 621 NW 6<sup>th</sup> Street Grand Prairie, TX 75050

Telephone: 972-263-9911

E-mail Address: debbie.henry@k104fm.com

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

On-Line Content Coordinator; Promotions Assistant- FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above: 2

Candidates were referred by this recruitment source.

Recruitment Source No. 5: Brookhaven College

Contact: Annette Wilson

Address: 3939 Valley View Lane, Farmers Branch, TX. 75244

Telephone: contact by e-mail

E-mail Address: bh.c.jobs@dccd.edu

Is this an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

On-Line Content Coordinator; Promotions Assistant- FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above 0

Candidates were referred by this recruitment source.

Recruitment Source No. 6: Texas Rehabilitation Commission

Contact: Gena Swett

Address: 210 Billings #310, Arlington, TX. 76010

Telephone: 972-949-2400

E-mail Address: gena.swett@twc.state.tx.us

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

On-Line Content Coordinator; Promotions Assistant- FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source No 7: Dallas Black Chamber of Commerce

Contact: Charda Greene

Address: 2828 MLK Jr Blvc, Dallas, TX 75215

Telephone: 214.421.5200

E-mail Address: cgreene@dbcc.org

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

On-Line Content Coordinator; Promotions Assistant- FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0  
Candidates were referred by this recruitment source.

Recruitment Source No. 8: Texas Women's University

Contact: Elizabeth McDonald

Address: P O Box 425619, Denton, TX 75215

Telephone: 940.898.2950

E-Mail address: carerrs@twu.edu

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

On-Line Content Coordinator; Promotions Assistant- FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0  
Candidates were referred by this recruitment source.

Recruitment Source No. 9: Texas Workforce Commission

Contact: Casey Coaston

Address: 801 S. State Hwy 161, Grand Prairie, TX 75051

Telephone: 469-8652307

E-mail Address: kevin.coaston@twc.state.tx.us

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

On-Line Content Coordinator; Promotions Assistant- FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0  
Candidates were referred by this recruitment source.

Recruitment Source : No. 10 : TCC NE Campus

Contact: Vickie McCleery

Address: 828 Harwood Road, Hurst. TX. 76054

Telephone: 817-515-6692

E-mail: necareerservices@tccd.edu

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

On-Line Content Coordinator; Promotions Assistant- FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source: No. 11: Craig's List

Contact: On-line

Address: www.craigslist.com

Telephone: none

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source: No. 12: MFM/BCCA Job Bank

Contact: On-line

Address: jobbank.bcfm.com

Telephone: 1-888-491-8833, ext. 1482

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source: No. 13: Dallas County Community College District of Colleges

Contact: Sam Katz

Address: 12800 Abrams Road, Dallas, TX. 75243

Telephone: 972.761.6717

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

On-Line Content Coordinator; Promotions Assistant- FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source: No. 14: TAB

Contact: Anna Romero

Address: Austin, Texas

Telephone: 512-322-9944

E-mail: [jobs@tab.org](mailto:jobs@tab.org) (anna.romero@tab.org)

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source: No. 15: The Art of Institute of Dallas

Contact: Morgan Bunche

Address: Two Northpark East, 8080 Park Lane, #100, Dallas, TX. 75231

Telephone: 214-692-8080

E-mail: [mbunche@aii.edu](mailto:mbunche@aii.edu)

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

On-Line Content Coordinator; Promotions Assistant- FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source: No. 16: Collegiate Broadcasters. Inc.

Contact: Will Robedee

Address: on-line

Telephone: 1-855-275-4224

E-mail: cbjob@mailman.rice.edu

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

On-Line Content Coordinator; Promotions Assistant- FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source: No. 17: El Centro College

Contact: Alexandria Gurley

Address: 801 Main Street, Dallas, TX. 75202

Telephone: 214-860-2066

E-mail: eccjobs@dcccd.edu(alexandria.gurley@dcccd.edu

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

On-Line Content Coordinator; Promotions Assistant- FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source: No. 18: Urban Inter-Tribal Center of Texas

Contact: Larry Jefferson

Address: 1283 Record Crossing Rd, Dallas, TX 75235

Telephone: 214-941-1050, ext. 208

E-mail: Stephanie.larry.jefferson@uitct.com

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

On-Line Content Coordinator; Promotions Assistant- FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source: No. 19: Ft Worth Metropolitan Black Chamber of Commerce

Contact: Barbara Bolden

Address: 1150 South Freeway, Ft Worth, TX. 75083

Telephone: 817-871-6538

E-mail: [bbolden@fwmbcc.org](mailto:bbolden@fwmbcc.org)

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

On-Line Content Coordinator; Promotions Assistant- FT

Of the total number of Interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source: No. 20: Paul Quinn College

Contact: Arianna Ortega-Castrellom

Address: 3837 Simpson Stuart Road, Dallas, TX. 75241

Telephone: 214-379-5551

E-mail: [aortega-castrellom@pqc.edu](mailto:aortega-castrellom@pqc.edu)

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

On-Line Content Coordinator; Promotions Assistant- FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source: No. 21: American Broadcasting School

Contact: Michelle McConnell

Address: 4511 SE 29<sup>th</sup>, Oklahioma, OK 73155

Telephone: 817-695-2474

E-mail: [michelle@radioschool.com](mailto:michelle@radioschool.com)

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

On-Line Content Coordinator; Promotions Assistant- FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 1

Candidates were referred by this recruitment source.



Recruitment Source: No. 22: Northlake College

Contact: Crystal Larthridge

Address: McArthur Blvd., Irving, TX

Telephone: n/a

E-mail: clarthridge@dccd.edu

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

On-Line Content Coordinator; Promotions Assistant- FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source: No. 23: Work Ready

Contact: Shelley Glinsky

Address: 1717 Angel Parkway, PMB 115, Allen, Texas 75002

Telephone: 817-914-0755

E-mail: sglinsky@workreadytexas.com

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

On-Line Content Coordinator; Promotions Assistant- FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source: No. 24: North Texas Job Corps

Contact: J David Castillo

Address: 1140 Empire Central Suite 234, Dallas, Texas

Telephone: 214-824-3030

E-mail: castillo.javier@jobcorps.org

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

On-Line Content Coordinator; Promotions Assistant- FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source: No. 25: Workin Texas

Contact: Callie Patterson

Address: 2707 N Stemmons Fwy., #140, Dallas, Texas 75204

Telephone: 214-424-3383

E-mail: callie.peterson@rescue.com

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

On-Line Content Coordinator; Promotions Assistant- FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source: No. 26: Grambling State University

Contact: Stella Fobbs

Address: 403 main St, Grambling, LA 71245

Telephone: 318-274-2346

E-mail: fobbsshe@gram.edu

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

On-Line Content Coordinator; Promotions Assistant- FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source: No. 27: K104-FM Website

This source was notified of the following full-time job vacancies listed above:

On-Line Content Coordinator; Promotions Assistant- FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above: 7

Candidates were referred by this recruitment source.

Recruitment Source: No. 28: KRNB-FM Website

This source was notified of the following full-time job vacancies listed above:

On-Line Content Coordinator; Promotions Assistant- FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source: No. 29: Employee Referral

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 1  
Candidates were referred by this recruitment source.

Recruitment Source: No. 30: Industry Referral

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 2  
Candidates were referred by this recruitment source.

Recruitment Source: No. 31: Walk-in

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0  
Candidates were referred by this recruitment source.

OUTREACH INITIATIVES DURING REPORTING PERIOD

Mentoring Programs we participated in:

April 1, 2017

Youth Empowerment Summit

Tarrant County College (Trinity River campus)

FT Worth, TX

Contact Person: Jamaal Sanders

Street Team attended

April 27, 2017

College Signing Day

SMU

Dallas, TX

Contact Person: Toya Releford

Street Team attended

May 18, 2017

College, Career and Health Fair

Edwin J. Elementary

Dallas, TX

Contact Person: Mrs. Keich Willis

Street Team attended

June 24, 2017

Teem Summit

Greater Mt. Tabor Christian Center

FT Worth, TX

Contact Person: Rene Alfred Jones

Street Team attended

July 22, 2017

Community Celebrity Basketball Game

Beckley saner Recreation Center

Dallas, TX

Contact Person: Chris "Fish" Fisher

Street Team attended

August 20, 2017

Youth Football Game

Life School Oak Cliff

Dallas, TX

Contact Person: Kenneth Stewart

Street Team attended

September 8, 2017

DISD District 4 Back To School Rally

Eastfield College (Buckner Location)

Dallas, TX

Contact Person: Yolanda Williams

Street Team attended

September 29, 2017  
Pajama Jam Lock In  
Oak Cliff N Boys and Girls Club  
Dallas, TX  
Contact Person: Brittany Coworker  
Street Team attended

September 29, 2017  
Pajama Jam Lock In  
Oak Cliff N Boys and Girls Club  
Dallas, TX  
Contact Person: Brittany Coworker  
Street Team attended

October 8, 2017  
DFW Teen Fashion Show  
Lofty Spaces  
Dallas, TX  
Contact Person: Cassie Cole  
Street Team attended

October 19, 2017  
Fall Sports Pep Rally  
Thomas Jefferson Preparatory Academy  
Dallas, TX  
Contact Person: Deanna Reed  
Street Team attended

November 11, 2017  
HBCU College Fair  
Beckley Saner Recreation Center  
Dallas, TX  
Contact Person: Christopher Fisher  
Street Team attended

December 5, 2017  
Hour of Code  
George Washington carver Stem Learning Center  
Lancaster, TX  
Contact Person: Dona Mitchell/Kimberely Simpson  
Street Team attended

January 14, 2018  
MLK Battle of the Bands  
Ellis Davis Field House  
Dallas, TX  
Contact Person: Frances Davis  
Street Team attended

January 31, 2018  
Snap Chat Kick-Back  
K104 Studio/Polytechnic High School Drill Team  
Grand Prairie, TX  
Contact Person: France Davis  
Cat Daddy attended

February 17, 2018  
Reclaim You & That Girl is Smart event  
Bent tree Country Club  
Addison, TX  
Contact Person: Mr. Toderick Johnson  
Street team attended

February 19, 2018  
Empowerment Program w/Judge Amber Davis Givens  
Dallas City Hall, Flag Room  
Dallas, TX  
Contact Person: Amber Givens  
Street team attended

March 2, 2018  
Read Across America Pep Rally  
Atherton  
Arlington, TX  
Contact Person: Deatra Starling-Kinard  
Street team attended

March 10, 2018  
Youth Speak Out  
South Dallas Cultural Center  
Arlington, TX  
Contact Person: Sara Moluria  
Street team attended



INITIATIVES DURING REPORTING PERIOD

Community Service Programs we participated in:

April 7, 2017

Multi-Cultural Fair

Butler Boys and Girls Clubs

Contact Person: Renee Baptists/Heather Brizendine

Street Team attended to promote healthy relationships of all gender and races

April 15, 2017

Community Health Fair

UT Southwestern Medical Center

Contact Person: Tonya Mitchell/Meaghan Peterson

Street Team attended to promote healthy living for all ages

April 15, 2017

DeDe's Bowl-A Thon

Alley Cats (Station Event)

Contact Person: Frances Davis – K104

Street Team/On-Air Staff attended to raise money of local charities

May 19, 2017

100K Opportunity Fair

Dallas Convention Center

Contact Person: Frances Davis – K104

Street Team attended to promote job opportunities in the DFW area

June 3, 2017

Community Resource Fair

Uplift Height Primary

Contact Person: Meriem Monroe

Street Team attended to make the community aware of the different resources available to them

August 12, 2017

2<sup>nd</sup> Annual Back to School Give Away

Elite Sports & Fitness

Contact Person: Larry Oilver

Street Team attended to promote the give-away for special athletic supplies to school age children

August 18, 2017

Back to School Cutz N Stylez

Lively Pointe Recreation Center

Contact Person: Kensley Cunnington

Street Team attended to promote the free haircuts and styling for children

September 16, 2017

Community Outreach health fair

Greater Hop COGIC

Contact Person: Tracy Bradley

Street Team attended to promote the importance of healthy habits to stay in shape

October 27, 2017

Dallas County Employee Appreciation

Dallas County Juvenile Department

Contact Person: Vernetta Kinnard

Street Team attended event in honor of the community appreciation for the men and women who help keep our children on the right track

November 17, 2017

Kappa Kan Food Drive

A.W. Brown learning Academy

Contact Person: Diamyiom Howard

Street Team attended to promote the donations of food for needy families

November 18, 2017

Turkey Giveaway by Eberstein & Witherite

Fiesta Food Mart

Contact Person: Amy Witherite

Street Team/On-Air Talent attended to distribute turkeys to needy families for Thanksgiving

November 21, 2017

Steve Harvey Turkey Giveaway

Walmart Super Center

Contact Person: Bryon Lewis

Street Team/Keith Solis attended to distribute turkeys to needy families for Thanksgiving

December 2, 2017

DART annual Stuff the Bus

Dart Mockingbird Station

Contact Person: Carmen Hillebrand/Karen Jones

Street Team/On-Air Talent attended to collect toys for Christmas for needy families

December 19, 2017

4<sup>th</sup> Annual Christmas Toy Giveaway

More Than Conquerors Kingdom Ministries

Contact Person: Krystal Wilburn

Street Team/On-Air Talent attended to distribute toys for Christmas to needy families

January 12, 2018

MLK Parade

MLK Recreation Center

Contact Person: Frances Davis

Street Team/On-Air Talent attended to celebrate and make the community aware of the victories of Martin Luther King

February 3, 2018  
First Annual Tax-A-Thon  
Concord Church  
Contact Person: Brenda Lepenski  
Street Team attended to promote free tax service for the needy

February 10, 2018  
A Community Search For Peace  
Trinity Cumberland Presbyterian Church  
Contact Person: TJ  
Street Team attended to promote peace within the surrounding communities

March 1, 2018  
Women's History Month Luncheon  
Lorenzo Hotel  
Contact Person: Frances Davis  
Street Team attended to promote the kick-off of the year of the woman month.

Training Management Personnel:

Service Broadcast provides one-on-one training for EEO procedures for new Managers. This is an ongoing training provided by the station Human Resource Manager/EEO Officer.

Career Day Activities:

Service Broadcasting employees attended various Career Day programs to discuss their roles at the radio station and how others can get in the industry.

April 6, 2017

Career Day

Bill J. Elliott

Attendee(s): Street team

Contact person: Natasha Green

April 21, 2017

Career Day

Winnetka Elementary

Attendee(s): Street Team/Cat Daddy

Contact person: Alisha Prowell

April 21, 2017

Career Day

Crowley Middle School

Attendee(s): Street Team

Contact person: Joanna Rivera

May 5, 2017

Career Day

Highlands Elementary School

Attendee(s): Street Team

Contact person: Rolanda Jones-Woodson

May 12, 2017

Career Day

H. I. Holland Elementary School

Attendee(s): Street Team

Contact person: Krystal Thronton

May 25, 2017

Career Day

Como Montessori School

Attendee(s): Street Team

Contact person: Tameka Long

May 25, 2017

Career Day

Nova Academy

Attendee(s): Street Team

Contact person: Frances Davis



October 26, 2017  
Career Day  
W.A. Blair Elementary School  
Attendee(s): Street Team  
Contact person: Leslie Moore

November 17, 2017  
Career Day  
Piedmont G.L.O.B.A.L. Academy  
Attendee(s): Street Team  
Contact person: Pamela Johnson

February 12, 2018  
Career Day  
Ninth Grade Center  
Attendee(s): Street Team  
Contact person: Melodi Parker

February 16, 2018  
Career Day  
Dallas Park Elementary School  
Attendee(s): Street Team  
Contact person: Ms. Trius

March 8, 2018

Career Day

Tom Field Elementary School

Attendee(s): Street Team/Cat Daddy

Contact person: Rosland McFadden

March 9, 2018

Career Day

Versia L. Williams Elementary

Attendee(s): Street Team

Contact person: Corey Harper

Job Fairs attended by Service Broadcasting:

April 6, 2017

Brookhaven Spring Career Fair

Brookhaven College

3939 Valley View Lane

Farmers Branch, Texas 75244

Contact Person: Adam Clawson

October 12, 2017

Brookhaven Spring Career Fair

Brookhaven College

3939 Valley View Lane

Farmers Branch, Texas 75244

Contact Person: Adam Clawson

March 29, 2018

North Lake College Spring Job Fair

North Lake College

5001 N. MacArthur Blvd., H220

Irving, Texas, 75038

Contact Person: Crystal Lathridge