

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: April 1, 2023 – March 31, 2024.

- 1) **Employment Unit: Foster Communications**
- 2) **Unit Members (Stations and Communities of License): KIXY-FM, San Angelo, TX, KKSA(AM), San Angelo, TX, KWFR(FM), San Angelo, TX, KCLL(FM), San Angelo, TX**
- 3) **EEO Contact Information for Employment Unit:**

Mailing Address:	Telephone Number	Contact Person / Title	E-mail Address
P.O. Box 2191 San Angelo, Texas 76902	325-949-2112	Rick Mantooth VP/GM	Rick Mantooth at Foster Communications dot US

4) **Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

Job Title	Date Opened	Date Filled	# of Interviewees	Recruitment Sources Used	Recruitment Source of Hire
1. Account Executive	Always	4/1/2023	1	4,6,7,8,11,12,13,17,18	12

5) **Sources used depending upon position:**

Reference Number	Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Interviewees Referred	Notification Requested ?
1	SAN ANGELO STANDARD TIMES <a href="http://WWW.GOSANANGELO.COM">WWW.GOSANANGELO.COM</a>	ONLINE	PO BOX 5111 SAN ANGELO, TEXAS 76902	325-653-1221		NO
2	MONSTER.COM – VIA STANDARD TIMES	ONLINE	PO BOX 5111 SAN ANGELO, TEXAS 76902	325-653-1221		NO
3	TEXAS WORKFORCE COMMISSION		122 SOUTH OAKES SAN ANGELO, TEXAS 76903	325-653-2321		NO
4	WEST TEXAS TRAINING CENTER	KAITLYN BROSH	kbrosh@howardcollege.edu	325-481-8300		NO
5	ON AIR BROADCAST	SELF				NO
6	ASU CAREER DEVELOPMENT CSO SYSTEM	ADRA ENOS	<a href="mailto:aenos@angelo.edu">aenos@angelo.edu</a>	325-942-2255		NO
7	UNITED WAY OF THE CONCHO VALLEY	ASHLEY AMMONS	955 TURNER SAN ANGELO, TX 76903	325-949-3716		NO
8	NAACP – SAN ANGELO BRANCH	SHERLEY SPEARS	INFO-ADMIN@SANANGELONAACP.ORG	325-949-0784		NO
9	TEXAS BUSINESS WOMEN	MARY BLAKELEY	TBWsanangelo@outlook.com	325-212-8791		NO
10	CONCHO VALLEY COUNCIL OF GOVERNMENTS	JOHN AUSTIN STOKES	JOHN.STOKES@CVCOG.ORG	325 944 9666		NO
11	RAMP (RADIO AND MUSIC PROS)	ONLINE	RAMP247.COM		1	NO
12	EMPLOYEE/COLLEAGUE REFERRAL				2	NO
13	LINKED IN	SELF	LINKEDIN.COM		1	NO
14	ZIP RECRUITER	ONLINE	ZIPRECRUITER.COM			NO
15	INDEED.COM	ONLINE	INDEED.COM			NO
16	TAB.ORG	ONLINE	TAB.ORG			NO
17	RADIO ONLINE	ONLINE	RADIO-ONLINE.COM			NO
18	STATION'S WEB & SOCIAL MEDIA SITES	SELF				NO

- 6) **Total # of Interviewees Referred:** For the period of April 1, 2023 – March 31, 2024, the Employment Unit interviewed 4 interviewees for full-time job vacancies.

- 7) **Supplemental Recruitment Initiatives.** List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.
- **Initiative: WALTON A. FOSTER MEMORIAL SCHOLARSHIP FUND** The Employment Unit established in 1999 and continues to fund the Walton A. Foster Memorial Scholarship through Angelo State University, San Angelo, Texas. The scholarships are awarded to a junior or senior Communications/Journalism major at the University during each fall and spring semester. We continue to receive thank you letters from recipients indicating how they have been able to pursue their goals in these fields due to having received the scholarships.
  - **Initiative: INTERN PROGRAM** the Employment Unit's internship program is available for students referred by the Angelo State University Communications/Journalism Department interested in learning more about a career in broadcasting. Interns typically spend nine to twelve hours per week at the stations or on location with station personnel during live broadcasts, gaining a broad and general overview of the radio broadcast industry. Interns participate in discussions and planning for music programming, promotions and public service, as well as hands on operator experience if they so desire. Upon successful completion of a semester as an intern with Foster Communications Co., Inc., students earned credit toward their degree. Station personnel involved in the internship program include the Operations Manager (for on-air programming internships), General Sales Manager (for sales internships), and Office Manager (for administrative services internships). On-air programming interns work with the entire programming staff and have interaction with the sales and administrative staffs. The internship initiative has resulted in the hiring of some of its participants on a part-time basis, to allow them to continue learning and gaining experience in the broadcast industry, while completing their education. Interns have also gained broadcast employment in other markets where they have taken full-time broadcast jobs, including as news reporters. Each summer, the Employment Unit's Vice President/General Manager meets with the Broadcast Journalism department at Angelo State University to discuss employment opportunities for graduating seniors and other students as well as candidates for the intern program. A new application for intern opportunities is filed with the university every year prior to the start of the fall semester. One intern was appointed for the 23-24 school year and one other full-time student was hired as a part time employee as a result of the focus on university students interested in the broadcast business.
  - **Initiative: participation in events/programs sponsored by educational institutions**
    - In August, 2023, the Employment Unit contacted the broadcast journalism department at Angelo State University to inquire about candidates for intern program. One intern was targeted, and the Unit's Operations Manager was scheduled for subsequent class visits and lectures.
    - In April, 2023 the Employment Unit's Vice President/General Manager participated in the Housley Principled Leadership Class at Angelo State University, on the topic of radio management and leadership, which included a question and answer session addressing career opportunities in radio.
  - **Initiative: organization and participation in educational programs and opportunities**
    - In January, 2024 the Employment Unit's Vice President/General Manager spoke to Leadership San Angelo about the state of radio in San Angelo, Texas and the US and discussed employment opportunities in every area of radio from sales to programming.
    - The Employment Unit offers weekly broadcast opportunities to high schools in the San Angelo Independent School District. Lake View High School students visit our studios on a regular basis, where they meet with on-air personalities, producers, and program directors, and record a report on happenings at Lake View High School which airs each week on our station KIXY-FM. Opportunities and careers in radio broadcasting are discussed during visits.
  - **Initiative: PARTICIPTION IN JOB FAIRS** The Employment Unit participated in career and job fairs sponsored by SAISD May 31, August 1, and November 8, 2023 and by Angelo State University October 4, November 16, 2023 and January 31, 2024

**END OF REPORT** If your organization regularly distributes information about employment opportunities to job applicants and would like to receive notification of job vacancies with our company, please notify: Rick Mantooth, VP/GM, Foster Communications Co., Inc., P.O. Box 2191 San Angelo, Texas 76902, Phone: 325-949-3333, Fax: 325-284-6808.

**Foster Communications Co., Inc., KIXY-FM, KKSA-AM, KWFR-FM, KCLL-FM, is an Equal Opportunity Employer, women and minorities are encouraged to apply.**