

EEO Public File Report

For the period of February 1, 2012 through January 31, 2013

Prepared by: Ark La Tex, L.L.C. dba Texarkana Radio  
(Licensee/Permittee)

This report covers the following employment unit:

<u>Call Sign</u>	<u>Facility ID Number</u>	<u>Type of Station</u>	<u>Location City, State</u>	<u>LMA</u>
KTFS-FM	33541	FM	Texarkana, AR	
KBYB	33762	FM	Hope, AR	
KTFS	33542	AM	Texarkana, TX	
KCMC	33729	AM	Texarkana, TX	
KTOY	31348	FM	Texarkana, AR	

A. The following is a list of all vacancies for full-time jobs during the period of February 1, 2011 through January 29, 2012:

<u>Job Title</u>	<u>Dates of Opening</u>	<u>Date Filled</u>
Sales person	3/12/12	4/8/12
Salesperson	8/14/12	9/11/12

B. During the period of February 1, 2011 through January 29, 2012, the following recruitment sources were contacted as vacancies for full-time jobs opened. Those marked with an (\*) asterisk were organizations that requested to be contacted as job openings occurred.

	<u>Recruitment Sources</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone Number</u>
1.	Texarkana Radio KTFS-FM	615 Olive Texarkana, TX 75501	John McCoy	903-793-4671
2.	Texarkana Radio KBYB - Adult Hits	615 Olive Texarkana, TX 75501	John McCoy	903-793-4671
3.	Texarkana Radio	615 Olive	John McCoy	903-793-4671

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	KTFS - News Talk	Texarkana, TX 75501		
4.	Texarkana Radio KCMC - Sports	615 Olive Texarkana, TX 75501	John McCoy	903-793-4671
5.	Texarkana Radio KTOY - Urban	615 Olive Texarkana, TX 75501	John McCoy	903-793-4671
6.	Texarkana Workforce Center	1702 Hampton Rd Texarkana, TX 75503	Doris Gardner	903-794-4163
7.	Texarkana Workforce Center	1702 Hampton Rd Texarkana, TX 75503	AR Older Workers	903-794-4163
8.	Texarkana Workforce Center	1702 Hampton Rd Texarkana, TX 75503	John Brazelton	903-794-4163
9.	Texarkana Workforce Center	1702 Hampton Rd Texarkana, TX 75503	Experience Works	903-794-4163
10.	Texarkana Workforce Center	1702 Hampton Rd Texarkana, TX 75503	Veterans Program	903-794-4163
11.	Black Chamber of Commerce	2502 S. Lake Dr. Texarkana, TX 75501	Dr. David Wilson	903-793-3111
12.	Texarkana Chamber of Commerce	819 State Line Texarkana, TX 75501	Jeff Sanford	903-792-7191
13.	Texarkana College	2500 Robinson Road Texarkana, TX 75559	Counseling Dept	903-838-4541
14.	Texarkana College	2500 Robinson Road Texarkana, TX 75559	Black Student Assoc	903-838-4541
15.	Tex A&M University	P.O. Box 5518 Texarkana, TX 75505	Deana Stinson	903-223-3000
16.	Tex A&M University	P.O. Box 5518 Texarkana, TX 75505	Multicultural Center	903-223-3000
17.	Texas Assn. Vietnam Vets	P.O. Box 7621 Texarkana, TX 75505	Greg Beck	903-794-1859

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18.	University of Arkansas/Hope	2500 South Main Hope, AR 71802	Counseling/Job Referrals	870-777-5722
19.	AR Green Thumb Program	#29 Treebark Texarkana, AR 71854	Wanda Frost	870-772-0216
20.	City Federation of Black Women	831 Laurel Texarkana, AR 71854		
21.	Experience Works – AR	650 Shackelford, Ste 325 Little Rock, AR 72221	Danny Griffs	
22.	N.A.A.C.P.	P.O. Box 1275 Texarkana, TX 75504	Benjamin Dennis	903-334-8066
23.	Texarkana Resources/Disabled	3015 East 19 <sup>th</sup> St. Texarkana, AR 71854	Ross Parker	870-774-9675
24.	Texas Assoc. of Broadcasters	502 E 11 <sup>th</sup> St., Ste 200 Austin, TX 78701	Craig Bean	512-322-9944
25.	Texarkana Gazette	315 Pine St Texarkana, TX 75501	Dawn McGregor	903-794-3311

C. The following is a list of the sources for full-time jobs shown in Section A above and the recruitment source which provided the hiree for that position.

<u>Job Title</u>	<u>Recruitment Source</u>
Salesperson	4. KCMC Radio ad
Salesperson	2. KBYB Radio ad

D. During the period of February 1, 2012 through January 31, 2013 there were a total of 4 people interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above.

<u>Recruitment Source</u>	<u>Total No. of Interviewees</u>
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1. Radio Ad – KTFS-FM	1
2. Radio Ad – KBYB	1
3. Radio Ad – KTFS	
4. Radio Ad – KCMC	1
5. Radio Ad – KTOY	
6. Texarkana Workforce Center	
7. Texarkana Workforce Center	
8. Texarkana Workforce Center	
9. Texarkana Workforce Center	
10. Texarkana Workforce Center	
11. Black Chamber of Commerce	
12. Texarkana Chamber of Commerce	
13. Texarkana College	
14. Texarkana College	
15. Texas A&M	
16. Texas A&M	
17. Texas Assoc of Vietnam Vets	
18. U of A – Hope	
19. AR Green Thumb Program	
20. City Federation of Black Women	
21. Experience Works – AR	
22. NAACP	
23. Texarkana Resources for Disabled	
24. Texas Assoc of Broadcasters	
25. Texarkana Gazette	
26. Texarkana Workforce Job Fair	
27. Employee Referral	
28. Walk-In	1
29. Word of Mouth	
30. Customer Referral	
31. Internal Promotion Interviews	
32. Exigent Circumstances	
33. Vendor Referral	

E. During the period of February 1, 2012 through January 31, 2013 the station employment unit engaged in the following (menu option) initiatives (provide full details, including an explanation if no such initiatives were conducted during the period involved).

### Prong 3 Menu Option

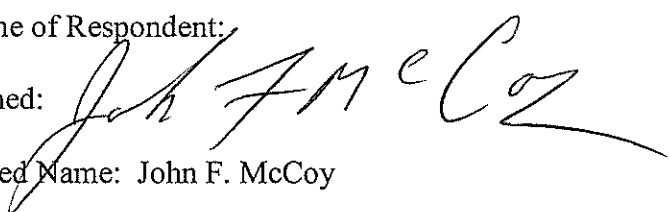
1. Texarkana Radio participated in the Texarkana College Student Job Fair at the Truman Arnold Center in Texarkana on Saturday, April 21, 2012. Operations Manager John McCoy met with job seekers and discussed possible careers in broadcasting.

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2. Texarkana Radio participated in the Career and Community Resources EXPO hosted by Northeast Texas Workforce Solutions at the Four States Fairgrounds in Texarkana on Tuesday, April 24, 2012. Operations Manager John McCoy met with job seekers and discussed possible careers in broadcasting.
3. Texarkana Radio participated in the Hiring, Red, White, and You Job Fair at Central Mall in Texarkana on Thursday, November 15, 2012. Operations Manager John McCoy met with job seekers and discussed possible careers in broadcasting at this job fair, aimed at veterans.
4. All Texarkana Radio stations participated in the Arkansas Broadcasters Association scholarship program, which provides scholarships each year to Arkansas State University, one of the premiere broadcast colleges in the nation, for students interested in a career in broadcasting. PSAs were aired on all stations promoting the availability of the scholarship applications at the Texarkana Radio offices.

Name of Respondent:

Signed: 

Typed Name: John F. McCoy

Title: EEO OFFICER & Operations Manager

Date: January 31, 2013

Telephone : 903-793-4671