

## **Wichita Falls, Texas Market**

### **EQUAL EMPLOYMENT OPPORTUNITY PROGRAM**

Radio Stations KLUR-FM, KOLI-FM, KQXC-FM, and KYEI-FM serve the Wichita Falls, Texas market and provide equal opportunities to all job applicants. Utilizing various community resources, these stations draw job applicants from all segments of the community.

The following outlines the procedures used to fill all full time job opportunities:

1. Community organizations including those assisting minority and female job seekers will be contacted in writing and offered the opportunity to be notified of all full-time job openings. A list of organizations accepting this opportunity will be maintained and used to solicit applicants for all full-time job openings.
2. A list of recruitment sources and community organizations combined with on-air advertisement is utilized to generate applicants for every full-time job opportunity. This list will be maintained and periodically revised or updated as needed.
3. Notices of employment opportunities will be widely distributed in the event of a full-time opening, and a reasonable period of time, after contact, allowed before a hiring decision is made. Copies of such notices will be retained in the station files.
4. These efforts will be supplemented with additional recruitment events. These events could include job fairs, events by community organizations, community gatherings that include substantial numbers of women and minorities, or other events that reach potential job applicants outside of the broadcast industry. All station sponsorship or participation will be documented for the station files.

The effectiveness of this program will be reviewed periodically and any necessary modifications will be made to fulfill the goal of offering equal employment opportunities to all applicants and to insure these applicants represent all communities within our service area.

All employment notices, material and advertisement whether written or broadcast will contain the phrase "Cumulus Broadcasting is an equal opportunity employer."

A management committee has been formed within Cumulus Broadcasting – Wichita Falls, TX to monitor and execute this plan and for training and updating staff on EEO issues.

Cumulus Broadcasting believes in actively promoting Equal Opportunity Opportunities for all, regardless of race, color, religion, national origin or sex.

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### LIST OF RECRUITMENT SOURCES

American Commercial College  
Kristen Mahan  
4317 Barnett  
Wichita Falls, TX 76310

East Branch YMCA  
Doug Simmons  
302 Tulsa  
Wichita Falls, TX 76301

Interfaith Ministries  
1006 11<sup>th</sup> St.  
Wichita Falls, TX 76301

MLK Center  
Grace Martinez  
1100 Smith St.  
Wichita Falls, TX 76301

MSU Career Development  
3410 Taft Blvd  
Wichita Falls, Texas 76308

Vernon College  
Clara Garza  
4105 Maplewood Ave.  
Wichita Falls, TX 76308

Workforce Center  
Joann Gray  
4309 Jacksboro Hwy  
Wichita Falls, TX 76302

[www.allaccess.com](http://www.allaccess.com) – website

[www.rronline.com](http://www.rronline.com) – website

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