EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period April 1, 2018 to March 31, 2019

1) Employment Unit: Gleiser Communications, LLC/ATW Media, LLC – Tyler, Texas

2) Unit Members (Stations and Communities of License):

KTBB-AM – Tyler, Texas
KTBB-FM – Troup, Texas
KRWR-FM – Tyler, Texas
KYZS-AM – Tyler, Texas

3) EEO Contact Information for Unit Member:

Mailing Address: Gleiser Communications, LLC ATW Media, LLC 1001 E.SE. Loop 323, Suite 455 Tyler, TX 75701	Telephone No.: 903-593-2519
	Contact Person/Title: Paul L. Gleiser. President
	E-mail Address: pgleiser@gleisercom.com

4) List all Full-time Job Vacancies Filled by Each Station in the Employment Unit.

Job Title	Recruitment Source Referring Hiree
Salesperson	Brelsford Personnel
Production Director	Referral via station employee
Salesperson	Rehire of former employee
Salesperson	Direct inquiry to station from on-air announcement

5) Total Number of Interviewees Referred: For the period from April 1, 2018 through March 31, 2019 a total of 92 applications were received, 15 interviewees were referred and four employees were hired.

6) Supplemental Recruitment Initiatives

(a) Initiative: Station personnel training

Gleiser Communications, LLC ("Gleiser") and ATW Media, LLC ("ATW") provide regular training to its employees based on the job description and department of the employee. On a continuing basis, technical operators were trained using a company-produced manual *"Radio Station Operator Handbook & Certification Course."* Salespersons receive training from online and software-based training courses that are specific to radio station and broadcast selling. The company holds regular interdepartmental meetings in which regulatory, financial, community service and news coverage ethics are discussed.

(b) Initiative: Internship Program

In the spring and summer of 2018, Tyler Masur, a student at the University of Texas at Tyler, worked in the station's sports department as an intern. During his internship, Cunningham was trained on the procedures attendant to editing audio for use in sportscasts and in the station's longform sports call-in show, screening callers, briefing guests and performing other duties attendant to sports programming.

(c) Initiative: College Campus Career Day

The management of ATW Media attended a day-long event at the University of Texas at Tyler at which college students were given the opportunity to learn about careers in radio broadcasting and to apply for internship positions with the company.

(d) Initiative: Internship Program

In the June and July of 2018, University of Texas student Coby Mosely worked at the station as a news, programming and operations intern. During his internship, Mosely was trained in multiple aspects of station operation including news gathering, audio editing, on-air technical operation and on-air programming support.

(e) Initiative: Internship Program

August through early November of 2018, University of Texas student Michael Sanders worked at the station as a sports department intern. During his internship, Mosely assisted station staff in the airing of live high school football broadcasts. He was trained in technical operation and in the editing of recorded highlights for playback during halftime and post-game.

(f) Initiative: Internship Program

During June and July of 2018, Stephen F. Austin University student Luke Hamilton worked at the station as a news department intern. During his internship, Hamilton edited audio cuts and assembled news stories for use during the station's live newscasts. He was taught fundamental audio editing techniques and basic news copy writing.

GLEISER COMMUNICATIONS, LLC/ATW MEDIA, LLC
KTBB, KTBB-FM, KRWR, KYZS
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SECTION I: Master Recruitment Source List (MRSL)

RS NUMBER	RECRUITMENT SOURCE INFORMATION	SOURCE ENTITLED TO VACANCY NOTIFICATION? (Y/N)	NO. INTERVIEWEES REFERRED BY SOURCE PAST 12 MOS.
1	Job fairs attended by KTBB/KTBB-FM/KRWR/KYZS	N	
2	Walk-in/call-in applicants	N	1
3	Word-of-mouth	N	
4	Referral by current employee	N	1
5	KTBB.com website job opening posting	N	
6	KTBB, KTBB-FM, KRWR, KYZS on air annoucements of job opening	N	4
7	Texas College, 2404 N. Grand, Tyler, Texas 75702, 903-593-8311	N	
8	Tyler Career Services, UNIVERSITY OF TEXAS AT TYLER, 3900 University Blvd, Tyler, TX 75799, 903-565-5581	N	
9	Graduate Placement, UNIVERSITY OF TEXAS AT TYLER, 3900 University Blvd, Tyler, TX 75799, 903-565-5581	N	
10	STEPHEN F. AUSTIN STATE UNIVERSITY, P.O. Box 13048, SFA Station, Nacogdoches, TX 75962-3048, 903-468-1278	N	
11	NATIONAL BROADCASTING SOCIETY, P.O. Box 13048, SFA Station, Nacogdoches, TX 75962-3048, 903-468-1278	N	
12	Mary Olsen, LeTOURNEAU UNIVERSITY CAREER SERVCIES, 2100 Moberly Avenue, Longview, TX 75602, 800-759-8811	N	
13	Texas Association of Broadcasters website: www.tab.org	N	
14	East Texas Workforce Center, 4100 Troup Highway, Tyler, TX 75701, 903-561-8131	N	
15	Kim Harden, Tyler Junior College, P.O. Box 9020, Tyler, TX 75701, 903-510-2334	N	
16	Cedric Granbury, NAACP, 2000 W. Gentry Pkwy, Tyler, TX 75702, 903-531-0071	N	
17	Tyler Morning Telegraph, P.O. Box 2030, Tyler, TX 75710	N	

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18	Longview News Journal, 320 E. Mathvin, Longview, TX 75601	N	
19	Driedra Brelsford, Breslford Personnel, 3600 Old Bullard Road, Suite 301, Tyler, TX 75701, 903-567-2996	N	
20	Station social media (Facebook)	N	
21	Ziprecuriter.com website	N	
22	Indeed.com website	N	9

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SECTION II: Vacancy List

See Section I: Master Recruitment Source List ("MRSL") for recruitment source data.

Job Title	Recruitement Sources (RS) Used to Fill Vacancy	Recruitment Source (RS) Referring Hiree
Salesperson	3-6, 13, 19, 20-22	19
Production Director	3-6, 13, 20-22	4
Salesperson	3-6, 13, 20-22	4
Salesperson	3,4, 19, 20-22	6