EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period April 1, 2023 to March 31, 2023

1) Employment Unit: 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

3) EEO Contact Information for Unit Member:

Mailing Address: 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

No vacancies were filled during this reporting period.

5) Total Number of Interviewees Referred: n/a.

6) Supplemental Recruitment Initiatives

(a) Initiative: Station personnel training

ATW Media, LLC ("ATW") provides 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

The company again notified Tyler Junior College, Texas College, Kilgore College and the University of Texas at Tyler that internships will be available for the fall academic semester of 2021.This was repeated for the spring academic semester of 2022. The notification set forth the areas of work and training that would be available as well as the requisite qualifications for a student to be considered.

Oliver Placencia of LeTourneau University earned course credit in a KTBB newsroom and sports department internship in the spring semester of 2023.

(c) Initiative: Texas Broadcasters Education Foundation

One of the critical problems facing radio broadcasters is the shortage of people seeking employment in the field. The Texas Broadcasters Education Foundation (TBEF) provides scholarships to young men and women who have expressed an interest in entering the broadcasting industry. The company made a cash contribution to TBEF to further the foundation's ability to fund scholarships and helped evaluate potential recipients. Company president Paul Gleiser sat on the TBEF scholarship selection committee.

(d) Initiative: Station personnel training

The Texas Association of Broadcasters (TAB) sponsors web-based seminars aimed at broadcast station personnel training and education. Areas covered include sales, newsroom practices, programming and technical education. The company makes TAB web training available to employees and makes time available for employees to attend during normal work hours.

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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	
3	Word-of-mouth	N	
4	Referral by current employee	N	
5	KTBB.com website job opening posting	N	
6	KTBB, KTBB-FM, KRWR, KYZS on air annoucements of job opening	N	
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	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	Derik Gray, 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	