

KBDR(FM), KNEX(FM), and employees at KQUR(FM)**EEO PUBLIC FILE REPORT****April 1, 2020 - March 31, 2021****I. VACANCY LIST****See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data**

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

NARRATIVE STATEMENT

Leading Media Group Corp.'s Employment Units seek to maintain the diversity of their staff. The Employment Units are small, and job openings have been few and infrequent in recent years. As a result, its pool of potential employees is limited and the Employment Units work, within that limited pool of potential employees, to recruit and maintain a diversified workforce.

The Employment Units post positions internally at its Stations, advertise on-air for job opportunities, and work with educational institutions to interest young graduates to work in radio broadcasting.

The principal effort for promoting the Employment Units has been to participate actively in programs in local educational and community institutions, where it can inform the community as to broadcasting and careers in broadcasting. The Employment Units believe that, in doing so, they can establish their reputation among the community, and especially its younger members, and secure a pool of potential employment candidates should positions open on its staff in the future as well as being recognized as a respected employer in the communities it has long served.

The Employment Units also recognize the importance of career advancement on the part of their existing staff. To that end, the Employment Units work diligently to train and promote staff and seek to educate employees in current best practices of the radio broadcasting industry.

The Employment Units await future openings on its staff when it can put into place its outreach efforts.

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

KBDR(FM), KNEX(FM), and employees at KQR(FM)**EEO PUBLIC FILE REPORT****April 1, 2020 - March 31, 2021****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/15/2020	Establishment of a mentoring program	During this reporting period, our SEU offered training to help a part-time promotions team member gain skills outside their job description to advance in his career. The Program Director provided guidance and instruction in the programming department. The skills the promotions tech learned included training in producing live programming on-air, usage of the broadcasting equipment, experience with troubleshooting programming issues, and training in programming procedures. The employee received hands-on experience weekly from April 2020 to July 2020 with the program director to gain new skills and career growth potential.	2	Promo Tech Program Director
2	6/1/2020	Establishment of a mentoring program	During this reporting period our SEU provided training designed to equip our part time DJ with the education and skills necessary to advance her career in the broadcast industry. The Program Director provided music programming experience and training with software dedicated to programming. The employee received hands-on experience in music and liner scheduling, usage of the software needed for automation, and training with broadcast streaming software to maximize her career development potential.	2	Part Time DJ Program Director
3	11/17/2020	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Lamar Middle School Virtual Career Day. It was attended by our Station Manager who interacted with attendees and discussed careers in radio, the importance of education and multiple careers available in our industry, and how our company operates.	1	Station Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	11/19/2020	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Harmony School of Excellence Motivational Career Day. It was attended by our production manager who interacted with attendees and discussed careers in radio, the importance of education, and multiple careers available in our industry.	1	Production Manager
5	3/22/2021	Establishment of a mentoring program	During this reporting period, our SEU offered training to help a part-time promotions team member gain skills outside their job description to advance in his career. The Program Director provided guidance and instruction in the programming department. The skills the promotions tech learned included training in producing live programming on-air, usage of the broadcasting equipment, experience with troubleshooting programming issues, and training in programming procedures.	2	Promo Tech Program Director