KAPW/KAZE/KBLZ

2020-2021 Annual EEO Public File Report

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of 47 C.F.R. (Code of Federal Regulations) and the FCC's 2002 EEO Rule and amended rules.

This report covers the Station Employment Unit that is comprised of the following stations: KBLZ Winona, TX, KAZE Ore City, TX and KAPW White Oak, TX, and is required to be placed in the Public Inspection File of these stations and posted on their websites, if such exists. The information contained in this Report covers the time period beginning April 1, 2020 to and including March 31, 2021 (the "Applicable Time Period).

The FCC's rules require this report contain the following information:

1. A list of all full-time vacancies filled by Station(s) comprising the Station Employment Unit during the Applicable Time Period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(I)(ii) of the EEO Rule, which should be separately identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period.
4. Data reflecting the total number of interviewees referred by each recruitment source.
5. A list of and a brief description of the initiatives undertaken pursuant to 73.2080(c)(2) of the FCC Rules.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer. A person is deemed "interviewed" whether she or he was interviewed in person or over the phone.

This report covers full-time vacancy recruitment data for the period April 1, 2020 through March 31, 2021

1. Employment Unit Name: KAZE (Reynolds Radio, INC.) KBLZ (S.O.2000, LC) and KAPW (Reynolds Radio, INC.).
2. Employment Unit Location: KAZE Tyler/Longview, TX KBLZ Tyler/Longview, TX, KAPW Tyler/Longview, TX.
3. Unit Members: KAZE, KBLZ, KAPW
4. EEO Contact Information for Unit Members:
   Reynolds Radio, INC.
   212 Old Grande Blvd., Suite B-100
   Tyler, TX 75703
   Telephone (903) 581-5259
   Contact Person: Benny Springer
   Email Address: bspringer@reynoldsradio.com
5. List of all full-time job vacancies filled by the Station Employment Unit. Initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules, includes but not limited to :
   a) Contact with minority organizations and media via telephone, email or by personal contact by staff members.
   b) Attending Job fairs and business expos for the purpose of recruiting future employees.
   c) Station tours for young adults, school age children and prospective employees, persons of interest, etc., civic organizations, Boy Scouts and Girl Scout troops, area school classrooms and others (by request)are given complete access to all areas of the station operations. Question and answer periods are included. All tours are conducted by station personnel.
   d) Internship Program.
   e) In-person recruitment during station remotes broadcast and events where public attendance occurs regardless of venues such as Gregg County Fair Londview and East Texas State fair, Tyler.

General Policy: KAZE/KBLZ/KAPW provide equal opportunity to all qualified individuals without regard to race, color, national origin, religion, sex or sexual identity in all personnel actions including recruitment, evaluation, promotion, compensation, training or termination.

The Person responsible for implementation of Equal Employment Opportunities at the Stations is Benny Springer, General Manager.

EEO PUBLIC FILE REPORT for April 1, 2020 Through March 31, 2021

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Call Sign	Community	Facility ID #
KBLZ	Winona, TX	79247
KAZE	Ore City, TX	57262
KAPW	White Oak, TX	78631

Full-time vacancies filled during the past year:

NONE

EXHIBIT

2020-2021 RECRUITING SOURCES

THIS EMPLOYMENT UNIT HAD NO JOB OPENINGS DURING THIS REPORTING PERIOD

Because of the COVID-19 Pandemic our usual sources either cancelled or postponed recruiting events such as the Chamber of Commerce Business EXPO and College and University Job Fairs.

The following are sources were contacted by letter or email to encourage them to submit applications for future job openings.

The Texas Association of Broadcasters

Beth Bobbitt

502 East11th Street, Suite 200

Austin, TX 78701

(512) 322-9944

KBLZ/KAZE/KAPW ON Air/Website

212 Old Grande, Suit B-100

Tyler, TX 75703

(903) 581-5259

The University of Texas Tyler

3900 University Blvd.

Tyler, TX 75799

UTtylercareersuccess@UTTyler.edu

Hispanic Business Alliance

315 N. Broadway

Tyler, TX 75701

chamberinfo@tylertexas.com

Texas College

2404 Grand Ave.

Tyler, TX 75702

hali@texascollege.edu

Kilgore College

1100 Broadway Blvd.

Kilgore College

Kilgore, TX 75662

ksather@kilgore.edu

Tyler NAACP

P.O. Box 12079

Tyler, TX 75712

Staff Referrals

Year: 2020-2021 Activity: Internship Program

Due to the COVID-19 Pandemic there was no internship program during this reporting Period. With students work on their studies from home and fears of spreading the virus there was no opportunity to execute the program in deference to everyone health and wellbeing. With things starting to reopen here in Texas, we will restart the program for the fall semester.

Year: 2020-2021 Activity: Employee Training

We continue to train current employees in-house during the pandemic in the operations of all aspects of the stations operations in all departments including FCC rules and regulations. The goal is to have more employees ready to move into management positions as an opening becomes available. Pre-pandemic we sent employees to the Texas Association of Broadcasters Convention where they could from the many classes and seminars available there. Unfortunately, because of the pandemic the convention was cancelled this year and even though there was a virtual event it lost much of the appeal to staff members and while beneficial it lacked the full impact that being at the convention brings.

Year: 2020-2021 Activity: Job Fairs Business Expos

Due to the pandemic all job fairs and Business expos we normally attend were cancelled this reporting period. We were able to participate in two virtual events.

Texas Workforce Commission, RED WHIE and BLUE Statewide Veteran's Job Fair on November 5, 2020

Workforce Solutions of East Texas Job Fair March 30, 2021 9am-Noon

Year: 2020-2021 Activity: Station Tours

No station tours were conducted due to the pandemic.

THE FOLLOWING LETTER IS SENT TO RECRUITMENT SOURCES QUARTERLY AND AS OPENINGS OCCUR

Reynolds Radio, Inc. (KAZE/KBLZ/KAPW) does not discriminate in its employment and personnel practices because of a person's race, color, creed, religion, national origin, sex, age, disability, marital or veteran status, sexual orientation, or any other legally protected status. Discriminatory employment practices are specifically prohibited by the Federal Communications Commission.

Reynolds Radio, Inc. is committed to a broad applicant recruiting outreach program. In our continuing efforts to represent our diverse community, we encourage qualified community organizations to be included in our job opportunity notification list. Informing you and your organization of our employment opportunities is an affirmative action on our part to actively seek qualified minorities and women for our staff vacancies. We will notify your organization about our job vacancies. Through your assistance to refer individuals to us, we want to insure that our employment opportunities are made known to members of minority groups and to women.

Reynolds Radio, Inc. is a drug-free and smoke-free work place.

How to apply

If you would like to apply for a vacancy listed below or for future openings, please refer to the contact information listed in each posting. Individuals may mail or email their resume and/or non-returnable DVD to Reynolds Radio, Inc., 212 Old Grande Blvd., Suite B-100, Tyler, TX 75703; or fax to 903-939-3473, or e-mail to the department of interest listed below. All resumes are forwarded to the hiring manager for review and scheduling of interviews.