

**KQDR RADIO STATION  
ANNUAL EEO PUBLIC FILE REPORT**

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080©(6) of the FCC's 2002 EEO rule. This report has been prepared on behalf of the Station Employment Unit that is comprised of the following station:

KQDR FM, Savoy, TX. FIN: 170996

The information contained in this Report covers the time period beginning April 1, 2015 to and including March 31, 2016. The FCC's 2002 EEO Rule requires that this report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the applicable period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy.
3. The recruitment source that referred the hire for each full-time vacancy during the applicable period;
4. Data reflecting the total number of persons interviewed for fulltime vacancies during the applicable period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertake pursuant to Section 73.2080©(2) of the FCC rules.

Sections 1, 2 and 3, which follow provide the required information. Please note that the numbers listed on Section 2 under the column entitled "Full-Time Positions for which this Source Was Utilized" refer to the number of the full-time job positions listed on Section 1.

Prophecy Radio Group, LLC. the licensee of KQDR (FM), has and will continue to be Equal Employment Opportunity Employers. Prophecy Radio Group is committed to broad and inclusive outreach for hiring full-time employees, affording equal opportunity to all qualified persons and refraining from discrimination on the basis of race, color, national origin, gender and religion. As required by Section 73.2080 of the Commission's Rules, the station has participated in several different recruitment activities to ensure broad outreach. A list and brief description of the initiatives undertaken is described in Section 3.

It should be noted that KQDR operates in a small market and has less than 5 full time employees.

<b>KQDR RADIO STATION</b>		
EEO PUBLIC FILE REPORT		
COVERING PERIOD FROM APRIL 1, 2015 TO MARCH 31, 2016		
STATIONS COMPRISING STATION EMPLOYMENT UNIT: KQDR		
<b>Section 1: Vacancy Information</b>		
	<b>FULL TIME POSITIONS FILLED BY JOB TITLE</b>	<b>RECRUITMENT SOURCE OF HIREE</b>
1	ACCOUNT EXECUTIVE 1	REFERRAL
2	ACCOUNT EXECUTIVE 2	NEWSPAPER – HERALD DEMOCRAT
3	ACCOUNT EXECUTIVE 3	KQDR – Hot 107.3 FM (Radio Ad)
4	ACCOUNT EXECUTIVE 4	KQDR – Hot 107.3 FM (Radio Ad)
5	ON-AIR / ACCOUNT EXECUTIVE 5	KQDR – Hot 107.3 FM (Radio Ad)
6	ON-AIR	<a href="http://www.hot1073fm.com">www.hot1073fm.com</a> (Work For Hot)
	ON-AIR / ACCOUNT EXECUTIVE 56	SOUTHEASTERN OKLAHOMA STATE UNIV.
	<b>Total Number of Persons Interviewed During Applicable Period</b>	16

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STATIONS COMPRISING STATION EMPLOYMENT UNIT: KQDR FM

**Section 2: Vacancy Information**

	Recruitment Source (Name, Address, Telephone, Contact Person)	Total Number of Interviewees this Source Has Provided During This Period (if any)	Full-Time Positions For Which This Source Was utilized
1	<b>Workforce Solutions Texoma</b> <b>5904 Texoma Parkway</b> <b>Sherman, TX 75090</b> <b>Bob Rhoden</b> <b>903-463-9997</b> <b>bob.rhoden@twc.state.tx.us</b>	1	Position 1,2,3,4,5,6,7
2	<b>Herald Democrat</b> <b>P.O. Box 1128</b> <b>Sherman, TX 75091</b> <b>903-893-8181</b>	5	Position 1,2,3,4,5,6,7
3	<b>Texas Association of Broadcasters</b> <b>502 East 11<sup>th</sup> Street Suite 200</b> <b>Austin TX 78701</b> <b>(512) 322-9944</b>	1	Position 1,2,3,4,5,6,7
4	<b>All Access.com, 28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265; 310-457-6616</b>	1	Position 1,2,3,4,5,6,7
6	Southeastern Oklahoma State Univ. 1405 North 4 <sup>th</sup> Durant, OK. 74701	2	Position 1,2,3,4,5,6,7
7	<b>ON-AIR ANNOUNCEMENTS: KQDR</b> <b>Hot 107.3 FM</b>	6	Position 1,2,3,4,5,6,7

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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities  
undertaken by KQDR

**Job Fairs**

On Thursday November 12th 2015, KQDR Market Manager Robert Endsley attended the Hiring, Red, White, and You Veterans Job Fair hosted by Workforce Solutions Texoma and KQDR Radio at the Grayson College Main Campus, 6104 Grayson Drive (HWY. 661) in Denison Texas. Over 100 people attended. PRG/KQDR handed out information/materials on internships and job openings at Prophecy Radio Group, LLC / KQDR Radio.

On Monday September 28<sup>th</sup> 2015, KQDR Market Manager Robert Endsley attended the Partners in Education High School Job Fair at Sherman High School 2201 E Lamar in Sherman Texas. Over 30 people attended. PRG/KQDR handed out information/materials on internships and job openings at Prophecy Radio Group, LLC ? KQDR Radio. Robert Endsley also conducted 5 on site interviews.

**Internship Programs**

For the two years, the licensee has engaged in the following initiatives; An internship program with; Southeastern Oklahoma State University, Grayson College and Austin College. The station welcomes students enrolled in a program related to the broadcasting industry, and their internship is endorsed, supported, and monitored by the sponsoring college. Students are to be rewarded with course credit. During this period, students will have the opportunity to work at the station in a variety of tasks and learning experiences.

KQDR offers to host local college, high school, scouts, and grammar school groups for educational tours on how a radio station operates.

**Outreach**

This company has a job page on our website designated to promote a general outreach to the entire population. We provide training to management level personnel to use methods of ensuring equal employment opportunity and preventing discrimination. We also analyze our recruitment program on an ongoing basis to ensure that it is effective in achieving broad outreach to potential applicants and address any problems found as a result of this analysis.

In October 2015 and again in March of 2016, KQDR Market Manager Robert Endsley hosted and sponsored a community event designed to inform the public about employment opportunities in broadcasting. This particular event was for THERMA (Texas Human Resource Management Association). Prophecy Radio Group Market Manager Robert Endsley conducted several presentations at the Hampton Inn and Suites to the representatives of THERMA informing them about employment opportunities in broadcasting.

KQDR lists each upper level category job opening with the job bank Workforce Solutions Texoma.