

KASE-FM, KHFI-FM, KPEZ, KVET, KVET-FM
EEO PUBLIC FILE REPORT
April 1, 2019 - March 31, 2020

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
Sales Support	2-7, 9-20, 22-25, 27-28, 31-34	13
Outside Account Executive	2-6, 8, 10-15, 17-18, 20-28, 30, 32, 34	8
Digital Program Director	1-7, 10-18, 20-29, 31-34	17

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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
1	All Access.com 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Phone : 1--- Url : http://www.allaccess.com Career Services Manual Posting	N	0
2	Alliance for Women in Media-Austin PO Box 2684 Austin, Texas 78768 Url : www.awmaustin.org Holly Breaux Manual Posting	Y	0
3	American Broadcasting School 712 N. Watson Road, Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Url : www.radioschool.com Email : michelle@radioschool.com Michelle McConnell	N	0
4	Baylor University One Bear Place Waco, Texas 76798 Phone : (254) 710-8662 Url : https://app.joinhandshake.com/ Christie Walker Manual Posting	N	0
5	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.amfmjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	0
6	Concordia University 11400 Concordia University Dr Austin, Texas 78726 Phone : 512-313-5041 Url : www.myinterfase.com/concordia-texas/employer/home . Joyce Sinclair Manual Posting	Y	0

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7	Current Employee	N	2
8	Employee Referral	N	1
9	Former Employee	N	1
10	Hire Austin Texas Url : www.hireaustin.org Terri Bishop Manual Posting	Y	0
11	Huston Tillotson College 900 Chicon Austin, Texas 78702 Phone : 512-505-3000 Url : www.myinterfase.com/htc/employer Paul Leverington Manual Posting	Y	0
12	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
13	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	4
14	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
15	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source Manual Posting	N	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
17	Linkedin na na, Texas Url : www.linkedin.com Career Services Manual Posting	N	3
18	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
19	National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : bsalkin@nljja.org Brian Salkin	N	0
20	National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Fax : 410-486-9255 Kweisi Mfume	N	0
21	Non-Employee Referral	N	2
22	St Edward's University 3001 South Congress Ave Austin, Texas 78704 Phone : 512-464-8803 Url : www.myinterfase.com/stedwards/employer/home.aspx Elizabeth Nichols Manual Posting	Y	0

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23	St. Mary's University of San Antonio One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Fax : 210-431-2231 Roger Young	N	0
24	Station Websites 3601 S Congress Ave Bldg F Austin, Texas 78704 Debi McMichael Manual Posting	N	0
25	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
26	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
27	Texas State University 604 University Drive San Marcos, Texas 78666 Url : www.careerservices.txstate.edu Josie Garrot Manual Posting	N	0
28	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
29	University of Texas-El Paso 500 W. University, W. Union Bldg, #103 El Paso, Texas 79902 Phone : 915-747-5640 Fax : 915-747-5730 Briane Carter	N	0
30	Unknown Referral Source	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	Urban League of Austin 1825 E. 38 1/2 Street Austin, Texas 78722 Phone : 512-478-7176 Fax : 512-478-1239 Herman Lessard	N	0
32	UT-Access UT/Hire Texas 108 east Dean Keeton St Austin, Texas 78712 Url : http://accessut.utexas.edu Career Services Manual Posting	N	0
33	UT-Communications Dept The University of Texas at Austin 1 University Station A0901, CMA 3.102 Austin, Texas Phone : 512-471-9421 Url : http://www.myinterfase.com/utccs/employer Lauren Deaton Manual Posting	N	0
34	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			17

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/26/2019	Participation in events or programs sponsored by educational institutions	On April 26th, 2018 our SEU held a MEDIA DAY at our facility that was organized by us and the Director of Career Services and Graduate Development at Huston Tillotson University. Steven Hatchett brought 4 of his students to our facility to talk with someone in each of our departments to get a well-rounded understanding of our industry. Station participants included our Region President, Recruitment Coordinator, Program Director, Assistant Program Director, Vice President of Sales, Account Executive, Director of Marketing and Promotions and Digital Program Director.	8	Region President Recruitment Coordinator Program Director VP of Sales
2	9/4/2019	Participation in events or programs sponsored by educational institutions	On September 4, 2019 our SEU facilitated a Career Trek visit that was organized by us and the Assistant AD of Employer Relations & Development of the University of Chicago brought 9 of their students that are interested in Digital Media to our facility to talk with our staff to get a well-rounded understanding of our industry as it relates to Digital Media. Station participants included our Region Director of Digital Sales, two Promotions Directors, Digital Program Director and Recruitment Coordinator/Support Staff Supervisor.	5	Region Recruitment Coordinator/Support Staff Supervisor Region Director of Digital Sales Promotinos Director Digital Program Director

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3	11/5/2019	Participation in events or programs sponsored by educational institutions	On November 5, 2019 our SEU with our Region partner SEU San Antonio participated in CORE4 STEM Latina Day. CORE4 STEM Program is a three-day celebration of education and career opportunities in "STEM" –science, technology, engineering, and mathematics. CORE4's mission is to stimulate students' interest in the sciences and lead them to discoveries about their own potential in these areas and provides immersion in the excitement, surprise, and fun inherent in the sciences. The CORE4 Expo brings students, parents, and educators together with high-profile STEM professionals, corporations, government agencies, universities, and colleges. Station participants included our Region President, Vice President of Sales and our Corporate Development Team.	2	Region President Vice President of Sales
4	11/11/2019	Participation in events or programs sponsored by educational institutions	On November 11, 2019 our SEU along with our Region Partner SEU San Antonio participated in a Marketing Class at The University of Texas at Austin taught by one of our client partners where she was asked to give constructive feedback of their class project. Stations participant included our Marketing Director.	1	Marketing Director
5	1/1/2020	Establishment of a mentoring program	Each quarter our SEU along with our Region Partner SEU San Antonio participate in an internal mentoring program called the AE Council. Station participants include RSVP of Sales, RVP of Digital, SVP of Sales, and several Account Executives.	6	Region Sr VP of Sales Region VP Digital Sales Sr VP Sales Account Executive