

**KBME, KODA, KPRC, KQBT, KTBZ-FM, KTRH**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2020 - March 31, 2021<sup>1</sup>**

**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
Reporter/Producer/Editor	1-2, 4, 7-13, 15-24, 26-27	12
Reporter/Producer/Editor	3-5, 7-12, 14-15, 17-18, 20-26	11
Digital Sales Specialist	3-11, 14-18, 20-22, 24-27	6
National Sales Assistant	3-7, 9-11, 14-18, 20-22, 24-27	6

<sup>1</sup> This Report provides recruitment data collected from April 1, 2020 through March 30, 2021. Call sign KXYZ(AM) was acquired by the licensee as of March 31, 2021. See FCC File No. 0000142023.

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Acres Home Chamber for Business and Economic Development Inc. 6112 Wheatley Street Houston, Texas 77091 Phone : 713-692-7003 Email : info@acreshomecenter.org Anthony Stewart	N	0
2	African American Chamber of Commerce PO Box 5488 Portland, Oregon 97228 Phone : 503-244-5794 Email : blackchamber@usa.net Roy Jay	N	0
3	All Access 28955 Pacific Coast Highway Suite #210-5 Malibu, California 90265 Phone : 310-457-6616 Url : www.allaccess.com Email : jdenver@allaccess.com Career Services	N	0
4	Alvin Community College 3110 Mustang Rd. Alvin, Texas 77511 Phone : 281-756-3767 Url : www.alvincollege.edu Email : BLewis@alvincollege.edu Bill Lewis	N	0
5	AWRT-American Women in Radio & Television 770 S.Post Oak Lane Houston, Texas 77056 Phone : 713-552-1055 Url : www.awrthouston.org Email : laiello@khou.com Lindsey Aiello	N	0
6	Employee Referral	N	4
7	Goodwill Industries of Houston 1140 West Loop North Houston, Texas 77055 Phone : unknown Email : m_holder@goodwillhouston.org Megan Holder	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
8	Hispanic Chamber of Commerce 2900 Woodridge Suite 312 Houston, Texas 77087 Phone : 713-644-7070 Fax : 1-713-644-7377 Career Services	N	0
9	Houston Advertising Federation (AAF) 7155 Old Katy Road Suite 100 Houston, Texas 77024 Phone : 713-237-9999 Url : www.aaf-houston.net Email : adclub@aaf-houston.org Career Services	N	0
10	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
11	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	2
12	Indeed.com - Not Directly Contacted by SEU	N	2
13	Internal Posting 2000 W. Loop South Suite #300 Houston, Texas 77027 Career Services Manual Posting	N	0
14	LinkedIn - Not Directly Contacted by SEU	N	5
15	Media Alliance of Houston P.O. Box 980908 Houston, Texas 77098 Phone : 713-9777-3300 Url : https://www.mediaalliancehouston.org/job-bank Email : MAHJobBank@gmail.com Avery Domenech	N	0

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16	NAACP 2002 Wheeler Ave. Houston, Texas 77004 Phone : 713-526-3389 Url : www.naacphouston.org Fax : 1-713-630-2699 Career Services	N	0
17	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0
18	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : info@nljga.org Fax : 1-202-588-1818 Career Services	N	0
19	Non-Employee Referral	N	1
20	Sam Houston State University 919 Bearkat Blvd. Box 2238 Huntsville, Texas 77341 Phone : 936-294-1713 Url : www.myinterfase.com/shsu/employer Email : careerservices@shsu.edu Career Services	N	0
21	San Jacinto College 8060 Spencer Highway Pasadena, Texas 77505 Phone : 281-476-1805 ext. 1239 Email : kirsten.hilson@sjcd.edu Kirsten Hilson	N	0
22	Texas Association of Broadcasters 502 E 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : jobs@tab.org Fax : 1-512-322-0522 Anna Romero	N	2

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23	Texas Veterans Commission 8373 Westheimer Houston, Texas 77063 Phone : 713-953-9211 Url : www.tvc.state.tx.us Email : aleshia.jamison@tvc.texas.gov Fax : 1-713-978-7049 Aleshia Jamison	N	0
24	Texas Workforce Commission 8373 Westheimer Houston, Texas 77063 Phone : 713-243-8036 Url : www.workintexas.com Email : ana.jones@wrksolutions.com Ana Jones	Y	0
25	The Art Institute of Houston 1900 Yorktown Street Houston, Texas 77056 Phone : 713-623-2040 Url : www.artinstitutes.edu/houston/ Email : Lavitia@aia.edu Gypsy Shannon	N	0
26	University of Houston University Career Services 106 Student Svc Ctr 1 Houston, Texas 77024 Phone : 713-743-5100 Url : www.career.uh.edu Fax : 1-713-743-5111 Career Advisor	N	0
27	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>16</b>

**KBME, KODA, KPRC, KQBT, KTBZ-FM, KTRH****EEO PUBLIC FILE REPORT****April 1, 2020 - March 31, 2021****III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	6/9/2020	Participation in scholarship programs	During the reporting period, our SEU partnered with the Media Alliance of Houston for the Sandy Schenker Capell Scholarship program. The scholarship program was created to honor Sandy Schenker Capell, a former manager at our SEU who list her battle with cancer. Each year, the scholarship is awarded to a Houston area High School senior interested in a career in media. Our SEU works closely with the Media Alliance of Houston to produce spots informing students of the scholarship program and how to submit their applications on all six SEU stations. Our SEU helps to review applications and select each year's winner. The 2020 scholarship winner was announced on June 9, 2020.	3	SVP of Programming New Business development New business development
2	8/12/2020	Provision of training to management	Several SEU managers, including our Sales Managers, took the "Making Diversity and Inclusion a Normalcy" training course provided by the Media Alliance of Houston. The online course emphasized the importance of diversity and inclusion in media and discussed ways of fostering a diverse and inclusive work environment.	10	Vice President Automotive Department Director of Business Development Director of Business Development Vice President of Sales
3	9/29/2020	Participation in events sponsored by community groups	Our SEU's Market President served as a speaker for the "Making Access Happen" presentation, sponsored by the Media Alliance of Houston. During the event, our Market President addressed individuals starting out on their media careers as well as more seasoned professionals about his career path in broadcasting, how to break into the broadcasting industry, and tips for a successful media sales career.	1	Regional President

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### III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
4	10/1/2020	Participation in events or programs sponsored by educational institutions	On October 1, 2020, our SEU participated in a Houston Baptist University project for Cinema and New Media Arts. Our SEU's Account Executive and On-Air Talent responded to interview questions from students about their respective career paths in broadcasting and provided information on how to do cold calls and start building professional networks.	2	Account Executive On Air Talent
5	11/6/2020	Participation in events or programs sponsored by educational institutions	On November 6, 2020, our SEU participated in the AAF-Houston student conference competition. Students worked in teams to create a comprehensive marketing, advertising, and public relations campaign. SEU participants worked with students on the project and discussed careers in radio and broadcast operations.	2	VP Director of Automotive VP of Business Development Executive Administrative Assistant
6	12/9/2020	Provision of training to management	Our SEU's VP of Sales and Sales Manager took the "How to Work With and Lead People Not Like You" training course provided by the Media Alliance of Houston. The online training course explored issues that may arise in today's diverse workforce and shared tactics for promoting inclusivity in the workplace.	2	VP of Sales Sales Manager
7	1/8/2021	Participation in events or programs sponsored by educational institutions	Our SEU's Digital Manager, On-Air Talent, and Program Directors spoke with a class of high school students virtually at Houston HISD. The speakers spoke about how to break into the broadcast industry and the skills needed to succeed as the industry transitions to more podcasts.	6	Program Director Program Director Digital Manager Air Personality
8	2/26/2021	Provision of training to management	On February 24, 2021 the SEU took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	Sales Manager