

KAJA, KQXT-FM, KRPT, KTKR, KXXM, KZEP-FM, WOAI
EEO PUBLIC FILE REPORT
April 1, 2017 - March 31, 2018

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
KAJA Program Director	1-4, 6-12, 14-37	11
DJ - Announcer (Spanish Language)	1-10, 12-36	8

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access 28955 Pacific Coast Hwy Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : www.allaccess.com Ria Denver Manual Posting	N	0
2	American Broadcasting School 712 North Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	N	0
3	AMFMJobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.amfmjobs.com Mark Holloway Manual Posting	N	0
4	Concordia University 3400 IH 35 North Austin, Texas 78705 Phone : 512-486-1199 Url : www.concordia.edu Email : Leslie.Brunson@concordia.edu Leslie Brunson	N	0
5	Dallas Black Chamber of Commerce 2838 MLK Jr. Blvd. Dallas, Texas 75215 Phone : 214-421-5200 Fax : 1-214-421-5510 Reginal Gates	N	0
6	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 817-625-1405 Rosa Navejar	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	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
8	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	1
9	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
10	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source Manual Posting	N	0
11	Internal Transfer/Promotion	N	1
12	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Fax : 415-931-4671	N	0
13	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	N	0

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14	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
15	Mexican American Unity Council 2300 West Commerce Suite 200 San Antonio, Texas 78207 Phone : 210-978-0500 Email : dhernandez@mauc.org Career Services	N	0
16	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
17	NAACP – Washington Bureau 1156 – 15th St., NW #915 Washington, District of Columbia Phone : 202- 463-2940 Url : www.naacp.org Email : hoshelton@naacpnet.org Fax : 1-202-463-2953 MR. Hilary Shelton	Y	0
18	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
19	National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Fax : 410-486-9255 Kweisi Mfume	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Our Lady of the Lake University 411 S.W. 24th Street San Antonio, Texas 78207 Phone : 210-434-6711 Email : webmaster@ollusa.edu Career Services	N	0
21	Radio Online 3500 Tripp Avenue Amarillo, Texas 79121 Url : www.radio-online.com Lisa Chase Manual Posting	N	0
22	Schreiner University 2100 Memorial Blvs. Kerville, Texas 78028 Phone : 830-792-7281 Cristina Martinez Manual Posting	N	0
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 6222 IH-10 San Antonio, Texas 78201 Phone : 210-785-2167 Url : www.kj97.com; woi.com; ticket760.com; mix961.com; Q1019.com; kzep.com; SAisWild.com Linda Lynn 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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : jobs@tab.org Craig Bean	N	0
27	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
28	Texas Lutheran University 1000 West Court Street Seguin, Texas 78155 Phone : 830-372-8000 Email : careers@tlu.edu Career Services	N	0
29	Texas State University 601 University Drive San Marcos, Texas 78666 Phone : 512-245-2645 Josie Garrott Manual Posting	N	0
30	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
31	The Hispanic Chamber of Commerce 823 Congress Ave., Ste. 1330 Austin, Texas 78701 Phone : 512-476-7502 Fax : 512-476-6417 Claudia Olivares	N	0
32	Trinity University 1 Trinity Place #78 San Antonio, Texas 78212 Phone : 210 George Sylvie Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	TVandRadioJobs.com online only online only, Texas z madden Manual Posting	N	0
34	University of Texas at San Antonio (UTSA) 6900 W. Loop 1604 San Antonio, Texas 78249 Phone : 210-458-4589 Career Services Manual Posting	N	0
35	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
36	University of the Incarnate Word 4301 Broadway San Antonio, Texas 78209 Clarissa Tejeda Manual Posting	N	0
37	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			2

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/20/2017	Participation in events sponsored by community groups	On April 20, 2017 our SEU along with our region partner SEU Austin participated in the 13th Annual Texas Diversity & Leadership Conference. Station participant included our Vice President of Strategic Partnerships, Heather Baumli.	1	VP of Strategic Partnerships
2	9/7/2017	Participation in Job Fairs	On September 7, 2017 our SEU along with our region partner SEU Austin participated in the National Association of Broadcasters Career Day. Station participants included our Region Recruitment Coordinator/Support Staff Supervisor and Region Director of Marketing and Promotions.	2	Region Dir Mkt & Promo Region Recruitment Coord & Support Staff Supervisor
3	9/19/2017	Participation in Job Fairs	On September 19, 2017 our SEU along with our region partner SEU Austin participated in the University of Texas at San Antonio's All Majors and Internship Career Fair. Station participants included our SVP of Sales and Region Recruitment Coordinator/Support Staff Supervisor.	2	SVP of Sales Region Recruitment Coord & Support Staff Supervisor
4	9/20/2017	Participation in Job Fairs	On September 20, 2017 our SEU along with our region partner SEU Austin participated in the Trinity University's Career Fair. Station participants included our Region VP of Agency Sales and Program Director.	2	Region VP of Agency Sales Program Director
5	9/27/2017	Participation in Job Fairs	On September 27, 2017 our SEU along with our region partner SEU Austin participated in the University of Texas at Austin's Fall Communication Job and Internship Fair. Station participants included our Vice President of Sales and Region Recruitment Coordinator/Support Staff Supervisor.	2	Vice President of Sales Region Recruitment Coord & Support Staff Supervisor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	10/2/2017	Participation in events or programs sponsored by educational institutions	On October 2, 2017 our SEU along with our Region partner SEU Austin held a MEDIA DAY at our facility that was organized by us and a Professor of Broadcasting at Texas A&M University. Professor Bill McKim brought 15 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, Program Director, Assistant Program Director, VP of Sales, Account Executive, Region Director of Sales and Marketing, Digital Program Director, and Recruitment Coordinator/Support Staff Supervisor.	8	Region President Program Director Region Dir of Mkt and Promo VP of Sales
7	11/20/2017	Participation in events or programs sponsored by educational institutions	On November 20, 2018 our SEU along with our region partner Austin participated in a Media Day hosted by iHeartMEDIA San Antonio. Students from Trinity University's Business Management class came to our facility to talk with someone in each of our departments to get a well-rounded understanding of our industry.	1	Region Director of Marketing and Promotions
8	2/7/2018	Participation in Job Fairs	On February 7, 2018 our SEU along with our region partner SEU Austin participated in the Trinity University Spring 2018 Career Fair. Station participants included our Region Recruitment Coordinator/Support Staff Supervisor.	1	Region Recruitment Coordinator/Support Staff Supervisor
9	2/8/2018	Participation in Job Fairs	On February 8, 2018 our SEU along with our region partner SEU Austin participated in the University of Texas at San Antonio Spring 2018 All Majors and Internship Career Fair. Station participants included our Region Recruitment Coordinator/Support Staff Supervisor and Vice President of Sales.	2	Region Recruitment Coordinator/Support Staff Supervisor Vice President of Sales

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10	2/21/2018	Participation in Job Fairs	On February 21, 2018 our SEU along with our region partner SEU Austin participated in the University of Texas at Austin Spring 2018 Communication Job and Internship Fair. Station participants included our Region Recruitment Coordinator/Support Staff Supervisor, Director of Marketing, Promotions, and Digital, Vice President of Sales, and Promotions Director.	4	Region Recruitment Coordinator/Support Staff Supervisor Director of Marketing, Promotions and Digital Vice President of Sales Promotions Director
11	2/22/2018	Participation in Job Fairs	On February 22, 2018 our SEU along with our region partner SEU Austin participated in the Texas State University Spring 2018 Mass Communications Fair. Station participants included our Region Recruitment Coordinator/Support Staff Supervisor and Vice President of Sales.	2	Region Recruitment Coordinator/Support Staff Supervisor Vice President of Sales