

KKTX, KMXR, KNCN, KRYS-FM, KSAB, KUNO**EEO PUBLIC FILE REPORT****April 1, 2018 - March 31, 2019****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
Outside Account Executive	1	1

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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	Employee Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			1

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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	4/6/2018	Participation in events or programs sponsored by educational institutions	In April 2018, our SEU's Program Director participated in a Media Days at South Texas College. They were available to talk on the opportunities in radio employment and current positions with IHM.	2	Program Director Program Director
2	4/25/2018	Participation in events sponsored by community groups	In April 2018, our SEU invited the Workforce Solutions representatives to come and speak on the radio about their training programs. Our on air representative also shared the opportunities in media and current positions that are opened at IHM.	2	Program Director On Air Announcer
3	5/24/2018	Participation in events or programs sponsored by educational institutions	In May 2018, our SEU participated in a Career Day at AP Solis School in Donna. Our representative shared the careers in media and opportunities available at IHM.	1	On Air Announcer
4	9/20/2018	Participation in events or programs sponsored by educational institutions	In September 2018, our SEU participated in a Career Expo at the ITEC Center at TSC. The participants visited with potential employees about the opportunities in media and IHM.	2	Program Director On Air Announcer
5	2/20/2019	Participation in events sponsored by community groups	In Feb 2019, our SEU participated in a Career Fair at Valley Baptist Healthcare. The representative shared information regarding employment opportunity in media and IHM.	2	Program Director
6	3/5/2019	Provision of training to management	On March 5, 2019, our SEU participated in an EEO compliance training review conducted by our Financial Specialist focused on ensuring equal opportunities in broadcasting careers. SEU participants included our Sales Manager, Finance Specialist and EEO Coordinator and Operations Manager.	3	Operations Manager Sales Manager FINANCE SPECIALIST