

KASE-FM, KHFI-FM, KPEZ, KVET, KVET-FM
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 | 1-6, 9-15, 17-28, 35-37 | 9 |
| Digital Sales Strategist | 1-6, 8, 10-22, 24-30, 33, 35-37 | 8 |
| CHR Program Director | 1-8, 10-15, 17-22, 24-28, 30, 32-33, 35-37 | 8 |
| Promotion Events Planner | 1-7, 10-15, 17-28, 31, 33, 35-37 | 7 |
| Sales Support | 2-7, 9-15, 18-25, 27-28, 33, 35-37 | 9 |
| Board Op | 1-6, 9-13, 17-19, 21-22, 24-25, 27-28, 34-37 | 9 |
| Promotions Director | 1-3, 5-8, 10-15, 17-19, 21-25, 27-28, 31, 35-37 | 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.com 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Phone : 1--- Url : http://www.allaccess.com Career Services Manual Posting | N | 2 |
| 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 | 7 |
| 8 | Current Employee - Transfer/Promotion | N | 3 |
| 9 | Employee Referral | N | 3 |
| 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 | 1 |
| 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 | 3 |
| 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 | 1 |

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|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 16 | Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams | N | 0 |
| 17 | Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin | N | 0 |
| 18 | Linkedin na na, Texas Url : www.linedin.com Career Services Manual Posting | N | 2 |
| 19 | MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden | N | 0 |
| 20 | National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : bsalkin@nlgja.org Brian Salkin | N | 0 |
| 21 | 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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|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 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 |
| 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 |

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|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 29 | 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 |
| 30 | University of Texas - El Paso (UTEP) 500 West University Union West 103 El Paso, Texas 79902 Phone : 915-747-5640 Grace Akers Manual Posting | N | 0 |
| 31 | 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 |
| 32 | Unknown Referral Source | N | 1 |
| 33 | 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 |
| 34 | Urban League of Austin 8011 Cameron Road Suite 100, Bldg. A Austin, Texas 78754 Phone : 512-478-7176 Email : darnise_bowens@aaul.org Fax : 1-512-478-1239 Darnise Bowens | N | 0 |
| 35 | UT-Access UT/Hire Texas 108 east Dean Keeton St Austin, Texas 78712 Url : http://accessut.utexas.edu Career Services Manual Posting | N | 0 |

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|------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 36 | 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 |
| 37 | www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 23 |

KASE-FM, KHFI-FM, KPEZ, KVET, KVET-FM**EEO PUBLIC FILE REPORT****April 1, 2018 - March 31, 2019****III. RECRUITMENT INITIATIVES**

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|
| 1 | 4/26/2018 | 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 | 9/26/2018 | Participation in Job Fairs | On September 26, 2018 our SEU along with our region partner SEU San Antonio participated in the University of Texas Fall 2018 Communication Job & Internship Fair. Station participants included our Region Recruitment Coordinator/Support Staff Supervisor, Digital Program Director, Promotions Director and Vice President of Sales. | 4 | Region Recruitment Coordinator/Support Staff Supervisor Digital Program Director Vice President of Sales Promotions Director |
| 3 | 10/15/2018 | Participation in events or programs sponsored by educational institutions | On October 15, 2018 our SEU 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 Director of Marketing and Digital, Digital Program Director, KASE FM/KVET FM Program Director, KVET FM APD/On Air Talent, Integrated Account Manager, Production Director and Recruitment Coordinator/Support Staff Supervisor. | 7 | Region Recruitment Coordinator/Support Staff Supervisor Program Director Marketing Director Production Director |

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| 4 | 10/18/2018 | Participation in Job Fairs | On October 18, 2018 our SEU along with our region partner SEU San Antonio participated in the Texas State University Fall 2018 Media, Communication, & Design Career Fair. Station participants included our Region Recruitment Coordinator/Support Staff Supervisor and two of our Vice Presidents of Sales. | 3 | Region Recruitment Coordinator/Support Staff Supervisor Vice President of Sales Vice President of Sales |
| 5 | 2/13/2019 | Participation in Job Fairs | On February 13, 2019 our SEU along with our region partner SEU San Antonio participated in the Trinity University Spring 2019 Career Fair. Station participants included our Region Recruitment Coordinator/Support Staff Supervisor. | 1 | Region Recruitment Coordinator/Support Staff Supervisor |
| 6 | 2/19/2019 | Participation in Job Fairs | On February 19, 2019 our SEU along with our region partner SEU San Antonio participated in the University of Texas at San Antonio Spring 2019 All Majors and Internship Career Fair. Station participants included our Region Recruitment Coordinator/Support Staff Supervisor and Music Director. | 2 | Region Recruitment Coordinator/Support Staff Supervisor Music Director |
| 7 | 2/27/2019 | Participation in Job Fairs | On February 27, 2019 our SEU along with our region partner SEU San Antonio participated in the University of Texas Spring 2019 Communication Job & Internship 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 |
| 8 | 2/28/2019 | Participation in Job Fairs | On February 28, 2019 our SEU along with our region partner SEU San Antonio participated in the Texas State University Spring 2019 Media, Communication, & Design Career Fair. Station participants included our Region Recruitment Coordinator/Support Staff Supervisor and two of our Vice Presidents of Sales. | 3 | Region Recruitment Coordinator/Support Staff Supervisor Vice President of Sales Vice President of Sales |

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|---|-------------|---------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|
| 9 | 3/26/2019 | Participation in events or programs sponsored by educational institutions | On March 26, 2019 our SEU facilitated a Career Trek visit that was organized by us and the Assistant Director of Digital Media at the University of Chicago. AD of Employer Relations of UC brought 14 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 Director of Marketing and Digital, Region Director of Digital Sales, Digital Campaign Coordinator, three Promotions Directors, Social Media Coordinator and Recruitment Coordinator/Support Staff Supervisor. | 8 | Region Recruitment Coordinator/Support Staff Supervisor Director of Marketing and Digital Region Director of Digital Sales Giselle Boling |