

**KAJA, KQXT-FM, KRPT, KTKR, KXXM, KZEP-FM, WOAI**  
**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")<br>Used to Fill Vacancy | RS Referring<br>Hiree |
|---|--|-----------------------|
| Digital Sales Coordinator                     | 2-3, 7-10, 12, 14-16, 19-22, 25-33, 35-37, 40      | 10                    |
| Digital Video Producer/Graphic Design Support | 1-3, 6-10, 12-17, 19-22, 25-37, 40                 | 10                    |
| Engineering Assistant                         | 1-3, 7-10, 12, 14-16, 19-22, 24-37, 40             | 8                     |
| Regional Account Coordinator                  | 2-3, 5, 7-10, 12, 14-15, 19-22, 25-35, 37, 40      | 5                     |
| Outside Account Exec                          | 1-3, 5, 7-10, 12, 14-16, 19-22, 25-35, 37, 39-40   | 5                     |
| Financial Analyst                             | 2-3, 6-11, 14-17, 19-22, 25-28, 30-37, 40          | 10                    |
| Creative Production Designer                  | 1-5, 7-10, 12, 14-16, 19-22, 25-37, 40             | 5                     |
| Sales Assistant                               | 3, 7-10, 12, 15-16, 18-28, 30-35, 37-38, 40        | 38                    |
| Sales Engagement Analyst                      | 2-3, 7-10, 14-16, 19-22, 25-28, 30-38, 40          | 38                    |

**KAJA, KQXT-FM, KRPT, KTKR, KXXM, KZEP-FM, WOAI**

**EEO PUBLIC FILE REPORT**

**April 1, 2018 - March 31, 2019**

**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                | All Access<br>28955 Pacific Coast Hwy Suite 210<br>Malibu, California 90265<br>Phone : 310-457-6616<br>Url : www.allaccess.com<br>Ria Denver<br>Manual Posting                        | N  | 0   |
| 2                | American Broadcasting School<br>712 North Watson Road Suite 200<br>Arlington, Texas 76011<br>Phone : 817-695-2474<br>Email : michelle@radioschool.com<br>Michelle McConnell           | N  | 0   |
| 3                | AMFMJobs.com<br>PO Box 4116<br>Oceanside, California 92052<br>Phone : 760-754-8177<br>Url : www.amfmjobs.com<br>Mark Holloway<br>Manual Posting                                       | N  | 0   |
| 4                | Current Employee - Transfer/Promotion   | N  | 1   |
| 5                | Employee Referral   | N  | 4   |
| 6                | GlassDoor<br>1 Harbor Dr Ste 300<br>Sausalito, California 94965<br>Phone : 415-339-9105<br>Url : http://www.glassdoor.com<br>Online Source<br>Manual Posting                          | N  | 3   |
| 7                | iHeartMedia.jobs<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : http://www.iheartmedia.jobs<br>Talent Acquisition Coordinator<br>Manual Posting | N  | 0   |

**KAJA, KQXT-FM, KRPT, KTKR, KXXM, KZEP-FM, WOAI**

**EEO PUBLIC FILE REPORT**

**April 1, 2018 - March 31, 2019**

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

| <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                | iHeartMediaCareers.com<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a><br>Talent Acquisition Coordinator<br>Manual Posting | N  | 1   |
| 9                | Incarnate Word College<br>4301 Broadway, Box 292<br>San Antonio, Texas 78209<br>Phone : 210-829-3931<br>Fax : 210-829-6094<br>EEO Officer   | N  | 0   |
| 10               | Indeed<br>7501 N Capital of Texas Hwy<br>Austin, Texas 78731<br>Phone : 800-462-5842<br>Url : <a href="http://www.indeed.com">http://www.indeed.com</a><br>Online Source<br>Manual Posting  | N  | 8   |
| 11               | Japanese American Citizens League<br>1765 Sutter Street<br>San Francisco, California 94115<br>Phone : (415) 921-5225<br>Fax : 415-931-4671  | N  | 0   |
| 12               | Lamar University<br>P.O. Box 10012<br>Beaumont, Texas 77710<br>Phone : 409-880-8879<br>Fax : 409-880-8881<br>Quincy Martin  | N  | 0   |
| 13               | Linked In   | N  | 1   |
| 14               | Mexican American Unity Council<br>2300 West Commerce Suite 200<br>San Antonio, Texas 78207<br>Phone : 210-978-0500<br>Email : <a href="mailto:dhernandez@mauc.org">dhernandez@mauc.org</a><br>Career Services                                     | N  | 0   |

**KAJA, KQXT-FM, KRPT, KTKR, KXXM, KZEP-FM, WOAI****EEO PUBLIC FILE REPORT****April 1, 2018 - March 31, 2019****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> |
|------------------|---|--|---|
| 15               | MLK Jr. Community Center<br>2922 MLK Blvd.<br>Dallas, Texas 75215<br>Phone : (214) 670-8355<br>Fax : (214) 670-8501<br>Keith Hampden  | N  | 0   |
| 16               | NAACP – Washington Bureau<br>1156 – 15th St., NW #915<br>Washington, District of Columbia<br>Phone : 202- 463-2940<br>Url : www.naACP.org<br>Email : hoshelton@naACPnet.org<br>Fax : 1-202-463-2953<br>MR. Hilary Shelton | Y  | 0   |
| 17               | National Association of Black Accountants<br>7249-A Hanover Parkway<br>Greenbelt, Maryland 20770<br>Phone : (301) 474-6222<br>Fax : (301) 474-3114<br>EEO Officer   | N  | 0   |
| 18               | National Lesbian and Gay Journalists Association<br>1420 K Street NW, Suite 910<br>Washington, District of Columbia 20005<br>Phone : 202-588-9888<br>Email : bsalkin@nlGJA.org<br>Brian Salkin                            | N  | 0   |
| 19               | National NAACP<br>4805 Mt. Hope Drive<br>Baltimore, Maryland 21225<br>Phone : 410-358-8900<br>Fax : 410-486-9255<br>Kweisi Mfume  | N  | 0   |
| 20               | Our Lady of the Lake University<br>411 S.W. 24th Street<br>San Antonio, Texas 78207<br>Phone : 210-434-6711<br>Email : webmaster@ollusa.edu<br>Career Services  | N  | 0   |

**KAJA, KQXT-FM, KRPT, KTKR, KXXM, KZEP-FM, WOAI**

**EEO PUBLIC FILE REPORT**

**April 1, 2018 - March 31, 2019**

**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> |
|------------------|---|--|---|
| 21               | Radio Online<br>3500 Tripp Avenue<br>Amarillo, Texas 79121<br>Url : www.radio-online.com<br>Lisa Chase<br>Manual Posting  | N  | 0   |
| 22               | Schreiner University<br>2100 Memorial Blvs.<br>Kerville, Texas 78028<br>Phone : 830-792-7281<br>Cristina Martinez<br>Manual Posting   | N  | 0   |
| 23               | SimplyHired<br>2513 Charleston Rd #200<br>Mountain View, California 94043<br>Phone : 650-254-9000<br>Url : http://www.simplyhired.com<br>Online Source<br>Manual Posting  | N  | 0   |
| 24               | Society of Broadcast Engineers<br>9247 North Meridian St. Suite 305<br>Indianapolis, Indiana 46260<br>Phone : 317-846-9000<br>Url : www.sbe.org<br>Scott Jones<br>Manual Posting                                    | N  | 0   |
| 25               | St. Mary's University of San Antonio<br>One Camino Santa Maria<br>San Antonio, Texas 78228<br>Phone : 210-436-3102<br>Fax : 210-431-2231<br>Roger Young   | N  | 0   |
| 26               | Station Websites<br>6222 IH-10<br>San Antonio, Texas 78201<br>Phone : 210-785-2167<br>Url : www.kj97.com; woai.com; ticket760.com;<br>mix961.com; Q1019.com; kzep.com; SAisWild.com<br>Linda Lynn<br>Manual Posting | N  | 0   |

**KAJA, KQXT-FM, KRPT, KTKR, KXXM, KZEP-FM, WOAI****EEO PUBLIC FILE REPORT****April 1, 2018 - March 31, 2019****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> |
|------------------|--|--|---|
| 27               | Texas A&M University-Commerce<br>P.O. Box 3011<br>Commerce, Texas 75429<br>Phone : 903-886-5014<br>Fax : 903-886-5010<br>Keith McFarland                                       | N  | 0   |
| 28               | Texas Association of Broadcasters<br>502 East 11th Street Suite 200<br>Austin, Texas 78701<br>Phone : 512-322-9944<br>Url : www.tab.org<br>Email : jobs@tab.org<br>Anna Romero | N  | 0   |
| 29               | Texas College<br>2404 North Grand Ave.<br>Tyler, Texas 75702<br>Phone : 903-593-8311<br>Fax : 1-903-592-2342<br>Gloria Hackney   | N  | 0   |
| 30               | Texas Lutheran University<br>1000 West Court Street<br>Seguin, Texas 78155<br>Phone : 830-372-8000<br>Email : careers@tlu.edu<br>Career Services                               | N  | 0   |
| 31               | Texas State University<br>601 University Drive<br>San Marcos, Texas 78666<br>Phone : 512-245-2645<br>Josie Garrott<br>Manual Posting   | N  | 0   |
| 32               | Texas Tech University<br>P. O. Box 45006<br>Lubbock, Texas 79409<br>Phone : 806-742-2210<br>Fax : 806-742-2474<br>David Kraus  | N  | 0   |
| 33               | Trinity University<br>1 Trinity Place #78<br>San Antonio, Texas 78212<br>Phone : 210<br>George Sylvie<br>Manual Posting  | N  | 0   |

**KAJA, KQXT-FM, KRPT, KTKR, KXXM, KZEP-FM, WOAI****EEO PUBLIC FILE REPORT****April 1, 2018 - March 31, 2019****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

| <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> |
|--|--|--|---|
| 34   | TVandRadioJobs.com<br>online only<br>online only, Texas<br>z madden<br>Manual Posting  | N  | 0   |
| 35   | University of Texas at San Antonio (UTSA)<br>6900 W. Loop 1604<br>San Antonio, Texas 78249<br>Phone : 210-458-4589<br>Career Services<br>Manual Posting  | N  | 0   |
| 36   | University of Texas-El Paso<br>500 W. University, W. Union Bldg, #103<br>El Paso, Texas 79902<br>Phone : 915-747-5640<br>Fax : 915-747-5730<br>Briane Carter   | N  | 0   |
| 37   | University of the Incarnate Word<br>4301 Broadway<br>San Antonio, Texas 78209<br>Clarissa Tejeda<br>Manual Posting   | N  | 0   |
| 38   | Unknown Referral Source  | N  | 2   |
| 39   | Urban League of Austin<br>1825 E. 38 1/2 Street<br>Austin, Texas 78722<br>Phone : 512-478-7176<br>Fax : 512-478-1239<br>Herman Lessard   | N  | 0   |
| 40   | www.mediagignow.com<br>717 Green Valley Road Suite 200<br>Greensboro, North Carolina 27408<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com | N  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |  |  | <b>20</b>   |

**KAJA, KQXT-FM, KRPT, KTKR, KXXM, KZEP-FM, WOAI****EEO PUBLIC FILE REPORT****April 1, 2018 - March 31, 2019****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 | 9/26/2018   | Participation in Job Fairs  | On September 26, 2018 our SEU along with our region partner SEU Austin 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<br>Digital Program Director<br>Vice President of Sales<br>Promotions Director |
| 2 | 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, Program Director, APD/On Air Talent, Integrated Account Manager, Production Director and Recruitment Coordinator/Support Staff Supervisor. | 7                                   | Region Recruitment Coordinator/Support Staff Supervisor<br>Program Director<br>Marketing Director<br>Production Director              |
| 3 | 10/18/2018  | Participation in Job Fairs  | On October 18, 2018 our SEU along with our region partner SEU Austin 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<br>Vice President of Sales<br>Vice President of Sales                         |
| 4 | 2/13/2019   | Participation in Job Fairs  | On February 13, 2019 our SEU along with our region partner SEU Austin 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   |



# KAJA, KQXT-FM, KRPT, KTKR, KXXM, KZEP-FM, WOAI

## EEO PUBLIC FILE REPORT

April 1, 2018 - March 31, 2019

### 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>  |
|---|-------------|---|--|-------------------------------------|---|
| 5 | 2/19/2019   | Participation in Job Fairs  | On February 19, 2019 our SEU along with our region partner SEU Austin 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<br>Music Director   |
| 6 | 2/27/2019   | Participation in Job Fairs  | On February 27, 2019 our SEU along with our region partner SEU Austin 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<br>Vice President of Sales  |
| 7 | 2/28/2019   | Participation in Job Fairs  | On February 28, 2019 our SEU along with our region partner SEU Austin 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<br>Vice President of Sales<br>Vice President of Sales                               |
| 8 | 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<br>Director of Marketing and Digital<br>Director of Digital Sales<br>Giselle Boling |