

**KAJA, KQXT-FM, KRPT, KTKR, KXXM, KZEP-FM, WOAI**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2022 - March 31, 2023**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-2, 5-23, 25-28	5
Outside Account Executive	2, 5, 7-23, 25, 28	9
104.5 Latino Hits Program Director	1-4, 7-8, 12, 14-22, 24-25, 28	8

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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	Alamo City Chamber of Commerce 504 South Alamo San Antonio, Texas 78205 Phone : 210-226-9055 Email : info@alamocitychamber.org Career Services	N	0
2	All Access 28955 Pacific Coast Hwy Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : jdenver@allaccess.com Email : jdenver@allaccess.com Ria Denver	N	0
3	American Broadcasting School 712 North Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	N	0
4	Concordia University 11400 Concordia University Dr Austin, Texas 78726 Joyce Sinclair Manual Posting	N	0
5	Employee Referral	N	4
6	iHeartMedia Talent Acquisition	N	1
7	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
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	7

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9	iHM Human Capital Acquisition	N	5
10	Indeed.com - Not directly contacted by SEU	N	5
11	LinkedIn - Not directly contacted by SEU	N	9
12	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/company/linkedin/Career Services">https://www.linkedin.com/company/linkedin/Career Services</a> Manual Posting	N	2
13	Mexican American Unity Council 2300 West Commerce Suite 200 San Antonio, Texas 78207 Phone : 210-978-0500 Email : <a href="mailto:dhernandez@mauc.org">dhernandez@mauc.org</a> Career Services	N	0
14	NAACP – Washington Bureau 1156 – 15th St., NW #915 Washington, District of Columbia Phone : 202- 463-2940 Url : <a href="http://www.naacp.org">www.naacp.org</a> Email : <a href="mailto:hoshelton@naacpnet.org">hoshelton@naacpnet.org</a> Fax : 1-202-463-2953 MR. Hilary Shelton	Y	0
15	Palo Alto College 1400 Villaret San Antonio, Texas 78224 Phone : 210-921-5114 Email : <a href="mailto:nriojas6@alamo.edu">nriojas6@alamo.edu</a> Career Services	N	0
16	San Antonio Women's Chamber of Commerce 600 Hemisphere Plaza Way #127 San Antonio, Texas 78205 Email : <a href="mailto:admin@sawomenschamber.org">admin@sawomenschamber.org</a> Phylliss Cutbert	N	0

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17	Schreiner University 2100 Memorial Blvs. Kerville, Texas 78028 Phone : 830-792-7281 Email : cmartinez@schreiner.edu Cristina Martinez	N	0
18	Society of Broadcast Engineers 9247 North Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Email : kjones@sbe.org Scott Jones	N	0
19	Station Websites (one or more SEU stations). 6222 IH-10 San Antonio, Texas 78201 Phone : 210-785-2167 Url : www.kj97.com; woai.com; ticket760.com; mix961.com; Q1019.com; kzep.com; SAisWild.com Email : lindalynn@clearchannel.com Linda Lynn	N	0
20	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 Anna Romero	N	0
21	Texas Lutheran University 1000 West Court Street Seguin, Texas 78155 Phone : 830-372-8000 Email : careers@tlu.edu Career Services	N	0
22	Texas State University 601 University Drive San Marcos, Texas 78666 Phone : 512-245-2645 Email : CS21@txstate.edu Josie Garrott	N	0

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23	Trinity University 1 Trinity Place #78 San Antonio, Texas 78212 Phone : 210 Email : careerservices@trinity.edu George Sylvie	N	0
24	TVandRadioJobs.com , Texas Email : zzmadden@yahoo.com z madden	N	0
25	University of Texas at San Antonio (UTSA) 6900 W. Loop 1604 San Antonio, Texas 78249 Phone : 210-458-4589 Email : careerservices@utsa.edu Career Services	N	0
26	University of the Incarnate Word 4301 Broadway San Antonio, Texas 78209 Email : cetejeda@uiwtx.edu Clarissa Tejada	N	0
27	Unknown (source not adequately identified upon inquiry by SEU)	N	1
28	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>34</b>

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	<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	4/20/2022	Participation in Job Fairs	SET Virtual Career and Internship Fair! Included 1:1 sessions with students and Michael Hall. 1:1 sessions were schedule and took place through Handshake.	1	Regional VP of Sales
2	9/21/2022	Participation in Job Fairs	SET Virtual Career and Internship Fair! Included 1:1 sessions with students and Michael Hall. 1:1 sessions were schedule and took place through Handshake.	1	Regional VP of Sales
3	11/4/2022	Listing of each upper-level category opening in a job bank or newsletter	As part of our partnership with the San Antonio Hispanic Chamber, iHeartMedia was featured in the Member's Corner of the Chamber Newsletter with an image and link to learn more about careers at iHeartMedia.	1	careers
4	3/7/2023	Provision of training to management	In March, 2023, our SEU's Regional VP 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	Regional VP