

KASE-FM, KHFI-FM, KPEZ, KVET, KVET-FM
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

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
Account Executive	1-3, 5-17, 20-26	13
Account Executive	1-3, 5-17, 20-26	12
Account Executive	1-3, 5-6, 9-11, 14-15, 17, 20-26	23
Sports Talk Host	1-7, 9-11, 15, 17, 19-22, 24-26	7
Vice President, Sales	1-7, 9-13, 15, 17-26	7

KASE-FM, KHFI-FM, KPEZ, KVET, KVET-FM**EEO PUBLIC FILE REPORT****April 1, 2023 - March 31, 2024****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	All Access.com 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Phone : 1--- Url : http://www.allaccess.com Email : jdenver@allaccess.com Career Services	N	0
2	Alliance for Women in Media-Austin PO Box 2684 Austin, Texas 78768 Url : www.awmaustin.org Email : info@awmaustin.org Holly Breaux	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

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6	Concordia University 11400 Concordia University Dr Austin, Texas 78726 Phone : 512-313-5041 Url : www.myinterfase.com/concordia-texas/employer/home . Email : joyce.sinclair@concordia.edu Joyce Sinclair	Y	0
7	Employee Referral	N	7
8	Glassdoor - Not directly contacted by SEU	N	2
9	Huston Tillotson College 900 Chicon Austin, Texas 78702 Phone : 512-505-3000 Url : www.myinterfase.com/htc/employer Email : cgd@htu.edu Paul Leverington	Y	0
10	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
11	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	4
12	iHM Human Capital Acquisition	N	7
13	Indeed.com - Not directly contacted by SEU	N	5
14	LinkedIn - Not directly contacted by SEU	N	12

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15	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/Career Services Manual Posting	N	6
16	Non-Employee Referral	N	1
17	St Edward's University 3001 South Congress Ave Austin, Texas 78704 Phone : 512-464-8803 Url : www.myinterfase.com/stedwards/employer/home.aspx Email : seucareer@stedwards.edu Elizabeth Nichols	Y	0
18	Station Websites (one or more SEU stations). 3601 S Congress Ave Bldg F Austin, Texas 78704 Career Services Manual Posting	N	0
19	Texas State University 604 University Drive San Marcos, Texas 78666 Url : www.careerservices.txstate.edu Josie Garrot Manual Posting	N	0
20	Traffic Directors Guild of America 26000 Avenida Aeropuerto Bldg 114 San Juan Capistrano, California 92675 Phone : 949-429-7063 Url : www.tdga.org Email : tdgaorg@gmail.com Larry Keene	N	0

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21	University of Texas 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
22	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
23	Unknown (source not adequately identified upon inquiry by SEU)	N	7
24	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
25	UT-Access UT/Hire Texas 108 east Dean Keeton St Austin, Texas 78712 Url : http://accessut.utexas.edu Email : careerengagement@austin.utexas.edu Career Services	N	0
26	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			51

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/9/2023	Sponsorship of events in the community designed to increase public awareness	The Austin Alliance for Women hosted a Media Day Luncheon on August 9th, 2023 which IHM one of the sponsors. Our SEU Region Vice President attended. and was also a featured panelist. She discussed her career at iHM and was able to speak to participants one on one and answer questions about radio and broadcasting and discuss opportunities within.	1	Region VP
2	2/29/2024	Participation in events or programs sponsored by educational institutions	Our SEU's VP of Sales and our Sales Manager attended The University of the Incarnate Word All Majors Job Fair in San Antonio, TX on Thursday, February 29th at the student engagement center. They discussed the range of opportunities in the broadcasting & media industry and the potential career growth specific to media sales. This career fair hosted employers from various industries including technology, government, retail, healthcare, and local non-profit.	2	VP of Sales Local Sales Manager
3	3/7/2024	Provision of training to management	In March 2024, our SEU's VP of Sales took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace.	1	VP of Sales
4	3/10/2024	Provision of training to management	In March 2024, our SEU's VP of Sales 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	VP of Sales