

KAJA, KQXT-FM, KRPT, KTKR, KXXM, KZEP-FM, WOAI
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	1-4, 6-27	11
Director of Talk Programming Central Texas	1-6, 9-10, 14-15, 17-24, 27	6

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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	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	Alamo Colleges District 1400 Villaret San Antonio, Texas 78224 Phone : 210-921-5114 Career Services Manual Posting	N	0
3	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
4	American Broadcasting School 712 North Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	N	0
5	Concordia University 11400 Concordia University Dr Austin, Texas 78726 Joyce Sinclair Manual Posting	N	0
6	Employee Referral	N	6
7	Glassdoor - Not directly contacted by SEU	N	1
8	Google Jobs - Not directly contacted by SEU	N	1
9	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	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	5
11	iHM Human Capital Acquisition	N	6
12	Indeed.com - Not directly contacted by SEU	N	1
13	LinkedIn - Not directly contacted by SEU	N	4
14	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	3
15	NAACP – Washington Bureau 1156 – 15th St., NW #915 Washington, District of Columbia Phone : 202- 463-2940 Url : www.naacp.org Email : hoshelton@naacpnet.org Fax : 1-202-463-2953 MR. Hilary Shelton	Y	0
16	On-Air Announcement (One or More SEU Stations)	N	1
17	San Antonio Women's Chamber of Commerce 600 Hemisphere Plaza Way #127 San Antonio, Texas 78205 Email : admin@sawomenschamber.org Phylliss Cutbert	N	0
18	Schreiner University 2100 Memorial Blvs. Kerville, Texas 78028 Phone : 830-792-7281 Cristina Martinez Manual Posting	N	0

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19	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
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 Career Services Manual Posting	N	0
22	Texas State University 601 University Drive San Marcos, Texas 78666 Phone : 512-245-2645 Josie Garrott Manual Posting	N	0
23	TVandRadioJobs.com , Texas Email : zzmadden@yahoo.com z madden	N	0
24	University of Texas at San Antonio (UTSA) 6900 W. Loop 1604 San Antonio, Texas 78249 Phone : 210-458-4589 Career Services Manual Posting	N	0
25	University of the Incarnate Word 4301 Broadway San Antonio, Texas 78209 Clarissa Tejeda Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Unknown (source not adequately identified upon inquiry by SEU)	N	2
27	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:			30

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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	9/20/2023	Participation in Job Fairs	On September 20, 2023 our SEU's VP of Sales and Sales Manager attended the Trinity's Fall Career & Internship Fair.? She discussed opportunities in the broadcast and radio industry and also discussed other opportunities within iHM. This job fair had 384 student attendees - an all-time Trinity?record.	2	Sales Manager VP of Sales
2	10/18/2023	Participation in Job Fairs	Our SEU Sales Manager participated in Our Lady of the Lake University Fall 2023 Career & Internship Expo from 12p-2p on October 18, 2023. She discussed with participants opportunities in the radio and broadcasting industry. This career fair hosted employers from various industries including technology, government, business, healthcare, and non-profit. The fair was open to OLLU students and alumni of any major, and frequently features full-time employment, part-time employment, and internship opportunities.	1	Sales Manager
3	11/9/2023	Participation in events sponsored by organizations representing the community	iHeartMedia partnered with the American Marketing Association San Antonio to host a 2-hour event at the IHM San Antonio office. Those attended were given station tours by our SVP & VP and learned more about opportunities in the broadcasting industry and within the company.	3	SVP of Sales VP of Sales Local Sales Manager
4	3/8/2024	Provision of training to management	In March 2024, our SEU's Local Sales Manager 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	Local Sales Manager
5	3/8/2024	Provision of training to management	In March 2024,our SEU's Local Sales Manager 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	Local Sales Manager