

KASE-FM, KHFI-FM, KPEZ, KVET, KVET-FM
EEO PUBLIC FILE REPORT
April 1, 2016 - March 31, 2017

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	1-3, 5, 7-8, 10, 16-21, 24-28, 30-39, 41-47, 51-53	31
Media Consultant	1-3, 5, 7-8, 10-11, 14, 16-21, 23, 25-30, 32-37, 39, 41-43, 46-47, 49-53	21
Media Consultant	1-3, 5, 7-8, 10-11, 14, 16-21, 23, 25-30, 32-37, 39, 41-43, 46-47, 49-53	19
Media Consultant	1-3, 5, 7-8, 10-11, 14, 16-21, 23, 25-30, 32-37, 39, 41-43, 46-47, 49-53	23
Media Consultant	1-3, 5, 7-8, 10-11, 14, 16-21, 23, 25-30, 32-37, 39, 41-43, 46-47, 49-53	21
Sales Assistant	2-3, 5, 7-8, 10-11, 14-21, 25-28, 30-35, 37, 39-43, 45-47, 51-53	31
Sales Assistant	2, 5, 7-8, 10, 13-14, 16-21, 25-28, 30, 32-37, 39, 41-43, 45-47, 50, 52-53	21
VP of Business Development	1-3, 5, 7-8, 10-11, 14, 16-21, 25-28, 32-37, 39, 41-43, 46-47, 51-53	11
Morning Show Producer	1-3, 5, 7-11, 14, 16-21, 25-28, 30, 32-37, 39, 41-43, 46-47, 50, 52-53	11
Outside Account Executive	1-8, 10-11, 14, 16-21, 25-30, 32-37, 39, 41-43, 45-46, 50, 52-53	29
Sales Support/Project Manager	2-5, 7-8, 10-11, 14, 16-21, 25-37, 39, 41-43, 46-48, 51-53	31
Promotions Director	1-5, 7-8, 10, 14, 16-22, 25-27, 30, 32-37, 39, 41-43, 46-47, 50, 52-53	22
Sales Assistant	2-5, 7-8, 10, 14, 16-21, 25-27, 30-39, 41-43, 46-47, 51-53	31
SR. VP of Sales - Austin	12	12

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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	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	0
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	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0

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7	Concordia University 3400 IH 35 North Austin, Texas 78705 Phone : 512-486-1199 Url : www.concordia.edu Email : Leslie.Brunson@concordia.edu Leslie Brunson	N	0
8	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
9	Current Employee	N	1
10	Daily Sentinel Nacodoches, Texas 75963 Fax : 936-560-4267 Kaye	N	0
11	Employee Referral	N	11
12	Exigent Circumstances	N	1
13	Former Employee	N	1
14	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 817-625-1405 Rosa Navejar	N	0
15	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Url : www.glassdoor.com na na Manual Posting	N	1
16	Hire Austin Texas Url : www.hireaustin.org Terri Bishop Manual Posting	Y	0

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17	Huston Tillotson College 900 Chicon Austin, Texas 78702 Phone : 512-505-3000 Url : www.myinterfase.com/htc/employer Paul Leverington Manual Posting	Y	0
18	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	0
19	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	6
20	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
21	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source Manual Posting	N	7
22	Internal Candidate	N	5
23	Internal Transfer/Promotion	N	1
24	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	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
25	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
26	LinkedIn na na, Texas Url : www.linkedin.com Career Services Manual Posting	N	3
27	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
28	Native American Journalist Association 3359 36th Avenue South Minneapolis, Texas 55406 Phone : 612-729-9244 Url : www.naja.com Fax : 612-729-9373 Referral Director	N	0
29	Non-Employee Referral	N	5
30	OnAirJobs.Com, Inc. P.O. Box 541157 Houston, Texas 77254 Phone : NA Url : www.onairjobs.com/employers/ Email : todd@onairjobs.com Fax : 1-801-697-6657 Todd Nelson	N	0
31	Re-hire	N	4

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32	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
33	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
34	Station Websites 3601 S Congress Ave Bldg F Austin, Texas 78704 Debi McMichael Manual Posting	N	0
35	Texarkana College/Placement Director 2500 N Robison Road Texarkana, Texas 75599 Phone : 903-838-4541 Fax : 903-832-5030 Georgia McFall	N	0
36	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford	N	0
37	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	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
38	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 Job Listings	N	0
39	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
40	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
41	Texas State University 604 University Drive San Marcos, Texas 78666 Url : www.careerservices.txstate.edu Josie Garrot Manual Posting	N	0
42	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
43	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
44	The Ohio Center for Broadcasting 900 Sweet Valley Drive Valley View, Texas 44125 Phone : 216-447-9117 Fax : 216-642-9232 Gary James	N	0

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45	Traffic Directors Guild of America 26000 Avenida Aeropuerto Bldg 114 San Juan Capistrano, California 92675 Phone : 949-429-7063 Url : www.tdga.org Email : tdga@cox.net Larry Keene	N	0
46	University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Fax : 479-575-2550 Placement Director	N	0
47	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
48	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
49	Unknown (source not adequately identified upon inquiry by SEU)	N	1
50	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
51	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

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52	UT-Access UT/Hire Texas 108 east Dean Keeton St Austin, Texas 78712 Url : http://accessut.utexas.edu Career Services Manual Posting	N	0
53	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			47

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/14/2016	Participation in events or programs sponsored by educational institutions	On April 14, 2016 our SEU along with our Region partner SEU San Antonio 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 20 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 two of our Vice Presidents of Sales, Finance Manager, Continuity Director, Marketing Director, Digital Program Director, Production Director, Assistant Program Director and Recruitment Coordinator/KAC Supervisor.	9	Vice President of Sales Vice President of Sales Finance Manager Recruitment Coordinator/KAC Supervisor
2	9/21/2016	Participation in Job Fairs	On September 21, 2016 our SEU along with our region partner SEU San Antonio participated in the University of Texas at Austin Fall Communication Job & Internship Fair. Station participants included our Recruitment Coordinator and Vice President of Sales.	2	Recruitment Coordintor/KAC Supervisor Vice President of Sales
3	9/28/2016	Participation in Job Fairs	On September 28th, 2016 our SEU along with our region partner SEU San Antonio participated in the Trinity University 2016 Fall Career Fair. Station participants included our Region Vice President of Sales and our Assistant Program Director.	2	Regional Vice President of Sales Assistant Program Director
4	10/18/2016	Participation in Job Fairs	On October 18th, 2016 our SEU along with our region partner SEU San Antonio participated in the Texas State University Mass Communications Fair. Station participants included our Recruitment Coordinator and 2 Vice Presidents of Sales.	3	VP of Sales VP of Sales Recruitment Coordinator/Support Staff Supervisor

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5	10/19/2016	Participation in events or programs sponsored by educational institutions	On October 19th, 2016 our SEU along with our Region partner SEU San Antonio participated in the Baylor Business Center for Professional Selling Fall Interview day. The organization set several interview with students in the program that were interested in learning more about employment with our company. Station participants included our Regional President and our Region Senior Vice President of Sales.	2	Region President Region Sr Vice President of Sales
6	11/1/2016	Participation in events sponsored by community groups	On November 1st, 2016 our SEU along with our Region partner SEU San Antonio participated in a lecture entitled Recruiting Trends with Dr. Philip D. Gardner sponsored by the San Antonio Colleges and Universities Career Centers Association. Our VP of New Business Development attended this program.	1	VP of New Business Development
7	11/11/2016	Participation in events or programs sponsored by educational institutions	On November 11th, 2016 our SEU along with our Region partner SEU San Antonio 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 18 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, two Vice Presidents of Sales, Finance Manager, Continuity Director, Marketing Director, Digital Program Director, Production Director, On Air Talent, and Recruitment Coordinator/Support Staff Supervisor.	10	Region President VP of Sales VP of Sales Director of Marketing and Promotion
8	1/13/2017	Participation in Job Fairs	On January 13, 2017 our SEU along with our region partner SEU San Antonio participated in the Baylor University MAPS Career Fair. Station participants included our Vice President of New Business Development.	1	VP of New Business Development

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9	2/3/2017	Participation in events or programs sponsored by educational institutions	On February 3, 2017 our SEU along with our region partner SEU San Antonio participated in the Baylor University School of Business, Business Selling Outside event. Station participants included our Vice President of New Business Development.	1	1
10	2/8/2017	Participation in Job Fairs	On February 8, 2017 our SEU along with our region partner SEU San Antonio participated in the Trinity University Spring 2017 Career Fair. Station participants included our Vice President of Sales.	1	Vice President of Sales
11	2/16/2017	Participation in Job Fairs	On February 16, 2017 our SEU along with our region partner SEU San Antonio participated in the Texas State University Mass Communications Fair. Station participants included our Recruitment Coordinator and a Vice Presidents of Sales.	2	Vice President of Sales Recruitment Coordinator/KAC Supervisor
12	2/22/2017	Participation in Job Fairs	On February 22, 2017 our SEU along with our region partner SEU San Antonio participated in the University of Texas at Austin Spring Communication Job & Internship Fair. Station participants included our Recruitment Coordinator, Director of Marketing and Promotions, 2 Vice Presidents of Sales, and 2 Media Consultants.	6	VP of New Business Development Vice President of Sales Director of Marketing and Promotions Recruitment Coordinator/KAC Supervisor
13	3/11/2017	Participation in Job Fairs	On March 11 and 12, 2017 our SEU along with our region partner SEU San Antonio participated in the SXSW Job Market Career Fair. Station participants included our HR Director and our Talent Acquisitions Professional.	2	HR Director Talent Acquisitions Professional