

KASE-FM, KHFI-FM, KPEZ, KVET, KVET-FM
EEO PUBLIC FILE REPORT
April 1, 2017 - March 31, 2018

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	1-12, 14-19, 21-23, 26-28, 30-41, 43, 45-46	10
Media Consultant	2-5, 7-10, 12, 14-19, 21-23, 28, 30-35, 37-39, 41-42, 44-46	10
On-Air Host	1-6, 8, 12-25, 29-32, 35-39, 43, 45-46	29

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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	1
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	Daily Sentinel Nacodoches, Texas 75963 Fax : 936-560-4267 Kaye	N	0
10	Employee Referral	N	2
11	Former Employee	N	1
12	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
13	Google (not directly contacted by SEU) na na, Texas na na Manual Posting	N	1
14	Hire Austin Texas Url : www.hireaustin.org Terri Bishop Manual Posting	Y	0

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15	Huston Tillotson College 900 Chicon Austin, Texas 78702 Phone : 512-505-3000 Url : www.myinterfase.com/htc/employer Paul Leverington Manual Posting	Y	0
16	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
17	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	1
18	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
19	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source Manual Posting	N	2
20	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Fax : 415-931-4671	N	0

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21	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
22	LinkedIn na na, Texas Url : www.linkedin.com Career Services Manual Posting	N	0
23	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
24	National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : bsalkin@nlgja.org Brian Salkin	N	0
25	National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Fax : 410-486-9255 Kweisi Mfume	N	0
26	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
27	Non-Employee Referral	N	1

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28	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
29	Self Referral	N	1
30	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
31	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
32	Station Websites 3601 S Congress Ave Bldg F Austin, Texas 78704 Debi McMichael Manual Posting	N	0
33	Texarkana College/Placement Director 2500 N Robison Road Texarkana, Texas 75599 Phone : 903-838-4541 Fax : 903-832-5030 Georgia McFall	N	0
34	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford	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
35	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
36	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
37	Texas State University 604 University Drive San Marcos, Texas 78666 Url : www.careerservices.txstate.edu Josie Garrot Manual Posting	N	0
38	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
39	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
40	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
41	University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Fax : 479-575-2550 Placement Director	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
42	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
43	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
44	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
45	UT-Access UT/Hire Texas 108 east Dean Keeton St Austin, Texas 78712 Url : http://accessut.utexas.edu Career Services Manual Posting	N	0
46	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:			10

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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	4/20/2017	Participation in events sponsored by community groups	On April 20, 2017 our SEU along with our region partner SEU San Antonio participated in the 13th Annual Texas Diversity & Leadership Conference. Station participant included our Vice President of Strategic Partnerships, Heather Baumli.	1	VP of Strategic Partnerships
2	9/7/2017	Participation in Job Fairs	On September 7, 2017 our SEU along with our region partner SEU San Antonio participated in the National Association of Broadcasters Career Day. Station participants included our Region Recruitment Coordinator/Support Staff Supervisor and Region Director of Marketing and Promotions.	2	Region Dir Mkt & Promo Region Recruitment Coord & Support Staff Supervisor
3	9/19/2017	Participation in Job Fairs	On September 19, 2017 our SEU along with our region partner SEU San Antonio participated in the University of Texas at San Antonio's All Majors and Internship Career Fair. Station participants included our SVP of Sales and Region Recruitment Coordinator/Support Staff Supervisor.	2	SVP of Sales Region Recruitment Coord & Support Staff Supervisor
4	9/20/2017	Participation in Job Fairs	On September 20, 2017 our SEU along with our region partner SEU San Antonio participated in the Trinity University's Career Fair. Station participants included our Region VP of Agency Sales and Program Director.	2	Region VP of Agency Sales Program Director
5	9/27/2017	Participation in Job Fairs	On September 27, 2017 our SEU along with our region partner SEU San Antonio participated in the University of Texas at Austin's Fall Communication Job and Internship Fair. Station participants included our Vice President of Sales and Region Recruitment Coordinator/Support Staff Supervisor.	2	Vice President of Sales Region Recruitment Coord & Support Staff Supervisor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	10/2/2017	Participation in events or programs sponsored by educational institutions	On October 2, 2017 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 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 Region President, Program Director, Assistant Program Director, VP of Sales, Account Executive, Region Director of Sales and Marketing, Digital Program Director, and Recruitment Coordinator/Support Staff Supervisor.	8	Region President Program Director Region Dir of Mkt and Promo VP of Sales
7	11/20/2017	Participation in events or programs sponsored by educational institutions	On November 20, 2017 our SEU along with our region partner San Antonio participated in a Media Day hosted by iHeartMEDIA San Antonio. Students from Trinity University's Business Management class came to our facility to talk with someone in each of our departments to get a well-rounded understanding of our industry.	1	Region Director of Marketing and Promotions
8	2/7/2018	Participation in Job Fairs	On February 7, 2018 our SEU along with our region partner SEU San Antonio participated in the Trinity University Spring 2018 Career Fair. Station participants included our Region Recruitment Coordinator/Support Staff Supervisor.	1	Region Recruitment Coordinator/Support Staff Supervisor
9	2/8/2018	Participation in Job Fairs	On February 7, 2018 our SEU along with our region partner SEU San Antonio participated in the University of Texas at San Antonio Spring 2018 All Majors and Internship Career Fair. Station participants included our Region Recruitment Coordinator/Support Staff Supervisor and Vice President of Sales.	2	Region Recruitment Coordinator/Support Staff Supervisor Vice President of Sales

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	2/21/2018	Participation in Job Fairs	On February 21, 2018 our SEU along with our region partner SEU San Antonio participated in the University of Texas at Austin Spring 2018 Communication Job and Internship Fair. Station participants included our Region Recruitment Coordinator/Support Staff Supervisor, Director of Marketing, Promotions, and Digital, Vice President of Sales, and Promotions Director.	4	Region Recruitment Coordinator/Support Staff Supervisor Director of Marketing, Promotions and Digital Vice President of Sales Promotions Director
11	2/22/2018	Participation in Job Fairs	On February 22, 2018 our SEU along with our region partner SEU San Antonio participated in the Texas State University Spring 2018 Mass Communications Fair. Station participants included our Region Recruitment Coordinator/Support Staff Supervisor and Vice President of Sales.	3	Region Recruitment Coordinator/Support Staff Supervisor Vice President of Sales
12	3/21/2018	Participation in events or programs sponsored by educational institutions	On March 21st, 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 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 Director of Marketing and Digital, Digital Program Director, KVET FM APD/On Air Talent, Integrated Account Manager, Promotions Director and Recruitment Coordinator/Support Staff Supervisor.	5	Director of Marketing and Digital Digital Program Director KVET FM APD, On Air Talent Recruitment Coordinator, Support Staff Supervisor