

**GAR Broadcasting, LLC - KTAE(AM), KOKE-FM and KTXX-FM
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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
KTXX Promotions & Digital Director	1, 3, 4, 5, 11, 13	13
KOKE Promotions & Digital Director	1, 3, 4, 5, 11, 13	3
Internships (KOKE-FM, KTXX All Day Parts, Promotions interns)	1, 2, 3, 4	1, 2, 3, 4

**GAR Broadcasting, LLC - KTAE(AM), KOKE-FM and KTXF-FM EEO
PUBLIC FILE REPORT
April 1, 2022 – March 31, 2023**

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	Station Website Postings / Social Media <i>(one or more SEU stations)</i>	No	1
2	The University of Texas at Austin Moody College of Communication 300 W. Dean Keeton Street (A0900) Austin, TX 78712 Contact: Michael Cramer michael.cramer@austin.utexas.edu Phone: 512.471.2431	No	1
3	Word-of-Mouth Referral	No	3
4	Industry Referral	No	1
5	Walk-In/Self-Referral	No	
6	On-Air Announcements <i>(one or more SEU stations)</i>	No	
7	Concordia University 11400 Concordia University Dr. Austin, TX 78726 ConcordiaTX.joinhandshake.com Contact Randa Scott randa.scott@concordia.edu Phone: 512-313-5041	No	
8	St. Edward’s University Department of Communication 3001 South Congress Austin, TX 78704-6489 www.stedwards.edu Phone: 512.448.8400	No	
9	Texas State University Communication Studies 601 University Drive San Marcos, TX 78666-4684 www.txstate.edu Phone: 512.245.2111	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	<p>The University of Texas at Austin-Sports Management 2109 San Jacinto Boulevard, D3700 Austin, TX Contact: Matt Bowers, Ph. D. mattbowers@austin.utexas.edu Phone: 512.232.2120</p>	No	
11	<p>Texas Association of Broadcasters 502 E 11th Street, Suite 200 Austin, TX Phone: 512.322.9944 www.tab.org/job-bank</p>	No	
12	<p>Alliance for Women in Media-Austin Chapter www.allwomeninmedia.org Phone: 202.750.3664</p>	No	
13	<p>Indeed 7501 N Capital of Texas HWY Austin, TX 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source Manual Posting</p>	No	3
14	<p>Texas Workforce Commission 3401 Webberville Rd Bldg. 100 Austin, TX 78702 Phone : 512-223-5400 Url : www.wfscapitalarea.com Tiffany.daniels@wfscapitalarea.com Tiffany Daniels Phone : 512-597-7129 Manual Posting</p>	No	
15	<p>Austin Community College District (ACC) Austin Community College 5930 Middle Fiskville Rd. Austin, Texas 78752-4390 Phone : 512.223.4ACC(4222) Url : http://www.austincc.edu/support-and-services/services-for-students/career-services https://www.campus2careers.com/acc</p>	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	<p>Huston Tillotson College 900 Chicon Austin, TX 78702 Phone : 512-505-3036 Url : www.myinterfase.com/htc/employer egd@htv.edu Paul Leverington Manual Posting</p>	No	
17	<p>ALL ACCESS 28955 Pacific Coast Hwy Suite 210-5 Malibu California 90265 Phone: 615-252 6400 (Nashville Dist.) Url : http://www.allaccess.com Career Services Manual Posting</p>	No	
18	<p>Urban League of Austin 8011 Cameron Road Suite 100 Bldg A Austin, TX 78754 Phone : 512-478-7176 Email : darnise_bowens@aaul.org Fax : 1-512-478-1239 Darnise Bowens</p>	No	
19	<p>Intern Program 912 S. Capital of Texas Hwy Suite 400 Austin, TX 78746 512-416-1100</p>	No	
20	<p>ON-SITE Recruitment 912 S. Capital of Texas Hwy Suite 400 Austin, TX 78746 512-416-1100</p>	No	
21	<p>The Hispanic Chamber of Commerce 823 Congress Ave. Ste. 1330 Austin, TX 78701 Phone: 512-476-7502 Fax : 512-476-6417 Pricilla Mackin pmackin@gahcc.org</p>	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	LinkedIn www.linkedin.com Career Services Manual Posting	No	
23	Society of Broadcast Engineers 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 Phone: 317-846-9000 https://www.sbe.org/sections/jobs_online.php	No	
24	Handshake www.joinhandshake.com Student Career Services	No	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			9

**GAR Broadcasting, LLC - KTAE(AM), KOKE-FM and KTXF-FM EEO
PUBLIC FILE REPORT
April 1, 2022 – March 31, 2023**

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program (Spring – January 2022 – May 2022)	<p>Our SEU has an on-going internship program that provides college students with a unique opportunity to acquire a general working knowledge of radio station and multi-media operations.</p> <p>In spring of 2022 our SEU hosted one (1) intern from Westlake High School.</p>
	Internship Program (Spring January 2022 – May 2022)	<p>During the fall semester 2022, our SEU hosted one (1) student intern from University of Texas at Austin. This internship is carried out with a hybrid of in-person and remote.</p> <p>Typical tasks included: assisting with the development of social media strategy and messaging, basic graphic design, website content/blog creation, copywriting, and events.</p> <p>Our intern is exposed to all of Austin Radio Network digital and terrestrial platforms, understanding the importance of staying engaged with audiences on-air, online, and through our social spaces.</p> <p>Understanding the need to support community lead campaigns, and the relationship between sales, clients, and programming.</p>
2	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	<p>On April 6, 2022, our SEU’s Marketing/Promotions Director participated in “A Day on the Job” with Westlake and Lake Travis High Schools.</p> <p>Our Marketing Director visited the schools and talked to Juniors and Seniors about the broadcast industry, the digital space integrating with terrestrial media. Our representative was available for 1:1 question and answer session following each presentation.</p>

3	<p>Internship Program (Fall – August 2022 – December 2022)</p>	<p>During the fall semester 2022, our SEU hosted one (1) student intern from University of Texas at Austin. This internship is carried out with a hybrid of in-person and remote.</p> <p>Typical tasks included: assisting with the development of social media strategy and messaging, basic graphic design, website content/blog creation, copywriting, and events.</p> <p>Our intern is exposed to all of Austin Radio Network digital and terrestrial platforms, understanding the importance of staying engaged with audiences on-air, online, and through our social spaces.</p> <p>Understanding the need to support community lead campaigns, and the relationship between sales, clients, and programming.</p>
4	<p>University of Texas at Austin Student Athlete Career / Internship Fair – October 24, 2022.</p>	<p>Austin Radio Network participates in the annual University of Texas at Austin Student Athlete Career Fair. This is an excellent opportunity for our SEU to introduce our station group to college students, talk openly about the broadcast business, the commitment to the community and expose our internship program to active students.</p>
5	<p>Internship Outreach Exploration Call – November 1 2022</p>	<p>Our SEU’s Marketing/Promotions Director held a virtual Internship Exploration meeting with interested individuals from the Texas Student Athlete Career / Internship Fair. She spent 1 hour presenting the program and hosting a Q&A with students. Ultimately two students joined us in 2023 for an internship.</p>

6	Day of Mentorship – February 22, 2023.	<p>Westlake High School Career Day – each year our SEU’s Marketing/Promotions Director hosts 4 seniors from the local high school for a Career Day.</p> <p>We invite the students for a morning at the studios for a tour, observe the inner-workings of a live talk show. The students are introduced to work in the studio with hosts and producers from the control room.</p> <p>The Marketing Director introduces the students to all of Austin Radio Network digital and terrestrial platforms, understanding the importance of staying engaged with audiences on-air, online, and through our social spaces.</p> <p>We cover the need to support community lead campaigns, and the relationship between sales, clients, and programming.</p>
7	Internship Program (Spring – January 2023 – May 2023)	<p>During the spring semester 2023, our SEU hosted two (2) student interns from University of Texas at Austin. These internships are carried out with a hybrid of in-person and remote.</p> <p>Typical tasks included: assisting with the development of social media strategy and messaging, basic graphic design, website content/blog creation, copywriting, and research.</p> <p>Our second student worked a cross between programming and promotions. Understanding programming talk segments, audio editing, content and blog creation.</p> <p>Our interns were exposed to all of Austin Radio Network digital and terrestrial platforms, understanding the importance of staying engaged with audiences on-air, online, and through our social spaces.</p> <p>Understanding the need to support community lead campaigns, and the relationship between sales, clients, and programming.</p>