



**GAR Broadcasting, LLC - KTAE(AM), KOKE-FM and KTXF-FM EEO  
PUBLIC FILE REPORT  
April 1, 2020 – March 31, 2021**

**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	<b>Station Website Postings / Social Media</b> <i>(one or more SEU stations)</i>	No	8
2	<b>The University of Texas at Austin</b> Moody College of Communication 300 W. Dean Keeton Street (A0900) Austin, TX 78712 Contact: Michael Cramer <a href="mailto:michael.cramer@austin.utexas.edu">michael.cramer@austin.utexas.edu</a> Phone: 512.471.2431	No	
3	<b>Word-of-Mouth Referral</b>	No	8
4	<b>Industry Referral</b>	No	2
5	<b>Walk-In/Self-Referral</b>	No	
6	<b>On-Air Announcements</b> <i>(one or more SEU stations)</i>	No	
7	<b>Concordia University</b> 11400 Concordia University Dr. Austin, TX 78726 <a href="http://ConcordiaTX.joinhandshake.com">ConcordiaTX.joinhandshake.com</a> Contact Randa Scott <a href="mailto:randa.scott@concordia.edu">randa.scott@concordia.edu</a> Phone: 512-313-5041	No	
8	<b>St. Edward’s University</b> Department of Communication 3001 South Congress Austin, TX 78704-6489 <a href="http://www.stedwards.edu">www.stedwards.edu</a> Phone: 512.448.8400	No	
9	<b>Texas State University</b> Communication Studies 601 University Drive San Marcos, TX 78666-4684 <a href="http://www.txstate.edu">www.txstate.edu</a> 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><b>The University of Texas at Austin-Sports Management</b>            2109 San Jacinto Boulevard, D3700            Austin, TX            Contact: Matt Bowers, Ph. D.  <a href="mailto:mattbowers@austin.utexas.edu">mattbowers@austin.utexas.edu</a>            Phone: 512.232.2120</p>	No	
11	<p><b>Texas Association of Broadcasters</b>            502 E 11th Street, Suite 200            Austin, TX            Phone: 512.322.9944  <a href="http://www.tab.org/job-bank">www.tab.org/job-bank</a></p>	No	
12	<p><b>Alliance for Women in Media-Austin Chapter</b>  <a href="http://www.allwomeninmedia.org">www.allwomeninmedia.org</a>            Phone: 202.750.3664</p>	No	
13	<p><b>Indeed</b>            7501 N Capital of Texas HWY            Austin, TX 78731            Phone : 800-462-5842            Url : <a href="http://www.indeed.com">http://www.indeed.com</a>            Online Source            Manual Posting</p>	No	
14	<p><b>Texas Workforce Commission</b>            3401 Webberville Rd Bldg. 100            Austin, TX 78702            Phone : 512-223-5400            Url : <a href="http://www.wfscapitalarea.com">www.wfscapitalarea.com</a>  <a href="mailto:Tiffany.daniels@wfscapitalarea.com">Tiffany.daniels@wfscapitalarea.com</a>            Tiffany Daniels Phone : 512-597-7129            Manual Posting</p>	No	
15	<p><b>Austin Community College District (ACC)</b>            Austin Community College            5930 Middle Fiskville Rd.            Austin, Texas 78752-4390            Phone : 512.223.4ACC(4222)            Url : <a href="http://www.austincc.edu/support-and-services/services-for-students/career-services">http://www.austincc.edu/support-and-services/services-for-students/career-services</a>  <a href="https://www.campus2careers.com/acc">https://www.campus2careers.com/acc</a></p>	No	

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	<b>LinkedIn</b> <a href="http://www.linkedin.com">www.linkedin.com</a> Career Services Manual Posting	No	
23	<b>Society of Broadcast Engineers</b> 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 Phone: 317-846-9000 <a href="https://www.sbe.org/sections/jobs_online.php">https://www.sbe.org/sections/jobs_online.php</a>	No	
24	<b>Handshake</b> <a href="http://www.joinhandshake.com">www.joinhandshake.com</a> Student Career Services	No	
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			18

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Internship Program (Spring – January 2021 – May 2021)	<p>Our SEU has an on-going internship program that provides high school and college students with a unique opportunity to acquire a general working knowledge of radio and multi-media operations.</p> <p>Spring semester 2021, we hosted two (2) student interns from Westlake High School and Texas State University.</p> <p>Interns were in a virtual setting as COVID-19 numbers continued to impact operations.</p>
<b>2</b>	Participate in outreach to students interested in a radio internship	<p>On April 14, 2021 and May 21, 2021, our SEU's Marketing/Promotions Director participated in a virtual Internship Exploration Zoom call with six (6) potential internship candidates. These participants were hold-overs from the pandemic, so it was not a part of an active call-out.</p>
<b>3</b>	Internship Program (Summer – May 2021 – August 2021)	<p>During the summer semester 2021, our SEU hosted four (4) student interns from Texas State University and University of Texas at Austin. This internship class was the first back in-office. Because of ongoing preventative measures, internships were relegated to marketing as opposed to in-studio programming.</p> <p>These interns were exposed to the digital platforms, the importance of staying engaged with audiences in stressful/trying times, community support campaigns, and the relationship between sales and programming. Typical tasks included: assisting with the development of social media messaging, basic graphic design, website content/blog creation, copywriting.</p>

<p><b>4</b></p>	<p>Internship Program (Fall – September 2021 – December 2021)</p>	<p>During the fall semester 2021, our SEU hosted three (3) student interns from Westlake High School, University of Mary Hardin-Baylor and University of Texas at San Antonio.</p> <p>This internship class was a combination of virtual and in-office.</p> <p>Again, because of ongoing preventative measures, internships were relegated to marketing as opposed to in-studio.</p> <p>These interns were exposed to the digital platforms, the importance of staying engaged with audiences in stressful/trying times, community support campaigns, and the relationship between sales and programming. Typical tasks included: assisting with the development of social media strategy and messaging, basic graphic design, website content/blog creation, copywriting, and working alongside our high school athletics platform.</p>
<p><b>5</b></p>	<p>Participate in outreach to students interested in a radio internship</p>	<p>On September 1, 2021, and November 12, 2021 our SEU’s Marketing/Promotions Director participated in a virtual Internship Exploration Zoom call with four (4) potential internship candidates. These participants were hold-overs from the pandemic, so it was not a part of an active call-out.</p>



6	Internship Program (Spring – January 2022 – May 2022)	<p>During the spring semester 2022, our SEU is hosting two (2) student interns from Westlake High School and University of Texas at Austin.</p> <p>This is our first semester “back to normal” hosting students in-office weekly and taking them back into the studio for hands-on learning.</p> <p>Our interns were exposed to all of Austin Radio Network digital platforms, understanding the importance of staying engaged with audiences in “a new normal”, supporting community lead campaigns, and the relationship between sales, clients, and programming. Typical tasks included: assisting with the development of social media strategy and messaging, basic graphic design, website content/blog creation, copywriting, and research.</p>
7	Spring Mentorship Career Day - Westlake High School	<p>On February 28, 2022 our SEU Special Events Coordinator hosted three (3) students in office for a <i>Career Day</i>. The students had the opportunity to sit in-studio with hosts and producers, took a station tour, spoke at length with our SEU representative and answered questions of the students. The students were exposed to the different career mentorship opportunities available to high school students. From this group, we hope to secure a student for a future Mentorship program or true internship when they enter college.</p>