

**GAR Broadcasting, LLC - KTAE(AM), KOKE-FM and KTXX-FM
EEO PUBLIC FILE REPORT
April 1, 2019 – March 31, 2020**

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
Business Manager	1, 3, 4, 13, 22	3
Traffic Coordinator	1, 3, 4, 11, 13	1
KTXX Digital/Promotions Coordinator	1, 3, 4, 11, 13, 14	13
KOKE-FM Digital/Promotions Coordinator	1, 3, 4, 11, 13, 14	3
KOKE-FM Brand and Promotions Director	1, 3, 4, 13, 14	1
Internships (KOKE-FM Morning Show, KTXX All Day Parts, Promotions interns)	1, 2, 3, 4, 14, 15	1, 2, 3, 4, 14, 15

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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	Station Website Postings / Social Media <i>(one or more SEU stations)</i>	No	14
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	3
3	Word-of-Mouth Referral	No	9
4	Industry Referral	No	6
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	Yes	
8	St. Edward’s University Department of Communication 3001 South Congress Austin, TX 78704-6489 www.stedwards.edu Phone: 512.448.8400	YES	
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	1
12	<p>Alliance for Women in Media-Austin Chapter www.allwomeninmedia.org Phone: 202.750.3664</p>	Yes	
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	9
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	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Huston Tillotson College 900 Chicon Austin, TX 78702 Phone : 512-505-3036 Url : www.myinterfase.com/htc/employer cgd@htv.edu Paul Leverington Manual Posting	No	
17	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	No	
18	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	No	
19	Intern Program 912 S. Capital of Texas Hwy Suite 400 Austin, TX 78746 512-416-1100	No	
20	ON-SITE Recruitment 912 S. Capital of Texas Hwy Suite 400 Austin, TX 78746 512-416-1100	No	
21	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	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	1
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	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			44

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program (Spring – January 2019 – May 2019)	<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 operations.</p> <p>During the spring semester 2019, our SEU hosted five (5) student interns from University of Texas at Austin, Austin Community College, Texas State University, and Texas A&M University. These interns were exposed to all facets of our broadcast operations and were supervised by our KTXX Morning and Afternoon Producers or by the Marketing/Promotions Director & Coordinators. Typical tasks included: assisting with the development of social media messaging; understanding of radio logs; assistance with website posting/blogs; podcast posting; audio editing; board operation; learning how to provide show content; and, scheduling guests. Promotions & Marketing Interns learned about and assisted with event planning, listener relations, event logistics, social media strategy, web content development, broadcast copy writing, and event execution.</p>
2	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	<p>On April 5, 2019, our SEU’s Marketing/Promotions Director and Promotions Coordinator participated in the Austin Community College Spring Job Fair & Career Exploration Event. Active recruitment efforts for Sales Professionals and Production, Programming, Promotions Interns.</p>
3	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	<p>On May 10, 2019 our SEU’s Marketing/Promotions Director attended <i>The 4EVER Texas Career Fair</i>. The career fair was for all University of Texas student athletes giving employers the opportunity to interview for internships, Q&A about work in the broadcasting industry. We also focus on discussions about the unique challenges former student athletes face in the workforce, formulating and creating a “brand” for themselves, and discussions about opportunities in the broadcast and digital arena.</p>

4	<p>Internship Program (Summer – May 2019 – August 2019)</p>	<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 operations.</p> <p>During the summer semester, our SEU hosted seven (7) student interns from University of Texas at Austin, Texas State University, Lamar University (Beaumont, TX), Sam Houston State University (Huntsville, TX), and Indiana University. These interns were exposed to all facets of our broadcast operations and were supervised by our KOKE-FM Morning Show Producer, KTXX Morning and Afternoon Producers or by the Marketing/Promotions Director & Coordinators. Typical tasks included: assisting with the development of social media messaging; understanding of radio logs; assistance with website posting/blogs; podcast posting; audio editing; board operation; learning how to provide show content; and, scheduling guests. Promotions & Marketing Interns learned about and assisted with event planning, listener relations, event logistics, social media strategy, web content development, broadcast copy writing, and event execution.</p>
5	<p>Internship Program (Fall – August 2019 – December 2019)</p>	<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 operations.</p> <p>During the spring semester, our SEU hosted four (4) student interns from Austin Community College, Texas State University, and University of Texas at Austin. These interns were exposed to all facets of our broadcast operations and were supervised by our KTXX Morning and Afternoon Producers or by the Marketing/Promotions Director & Coordinators. Typical tasks included: assisting with the development of social media messaging; understanding of radio logs; assistance with website posting/blogs; podcast posting; audio editing; board operation; learning how to provide show content; and, scheduling guests. Promotions & Marketing Interns learned about and assisted with event planning, listener relations, event logistics, social media strategy, web content development, broadcast copy writing, and event execution.</p>

6	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On September 24, 2019 our SEU's Marketing/Promotions Director conducted a tour for a group of students from an adult Autism Dayhab Facility. The SEU learned that many of the students spend hours listening to terrestrial radio. The group was offered a Question & Answer session following the tour.
7	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On October 28, 2019 our SEU's Marketing/Promotions Director attended The 4EVER Texas Career Fair. The career fair was for all University of Texas student athletes giving employers the opportunity to interview for internships, Q&A about work in the broadcasting industry, and discussions about the unique challenges former-student athletes face in the workforce, formulating and creating a "brand" for themselves, and discussions about opportunities in the broadcast and digital arena.
8	Internship Program (Spring – January 2020 – Current 2020)	<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 operations.</p> <p>During the spring semester, our SEU hosted three (2) student interns from University of Texas at Austin and Texas State University. These interns were exposed to all facets of our broadcast operations and were supervised by our KTXS Morning, Mid-Day, and Afternoon Producers, or by the Marketing/Promotions Director and Coordinators. Typical tasks included: assisting with the development of a social media messaging; understanding of radio logs; assistance with website posting/blogs; podcast posting; audio editing; board operation; learning how to provide show content; and, scheduling guests. Promotions & Marketing Interns learned about and assisted with event planning, listener relations, event logistics, social media strategy, web content development, broadcast copy writing, and event execution.</p>

<p>9</p>	<p>Internship Program – January 2020</p>	<p>Our SEU modified our on-going internship program to include a part-time, for-credit opportunity for a junior from St. Michaels Preparatory Academy.</p> <p>We provided the student with a unique opportunity to acquire a general working knowledge of radio station operations.</p> <p>During the 3-week period, our SEU exposed the student to all facets of our broadcast operations and was supervised by our Marketing/Promotions Director and Coordinators.</p> <p>Typical programming tasks included: understanding of radio logs; assistance with website posting/blogs; audio editing and podcast posting; board operation; show content & scheduling guests.</p> <p>Typical promotions tasks: listener relations, event logistics, social media strategy, web content development, broadcast copy writing.</p>
<p>10</p>	<p>Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting</p>	<p>On February 26, 2020 our SEU’s Marketing/Promotions Director hosted a local High School Career Day. The SEU welcomed 4 Junior and Senior students interested in pursuing advanced studies in broadcasting and communications. The students’ interests varied between on-air, production, and entertainment blog/video/social media content. Students sat in with live talk shows, producers, deep-dive station tour, and question/answer session with the SEU’s Marketing/Promotions Director.</p>