

**KTFM(FM), KSAH(AM), KSAH-FM, KLEY-FM, KHHL(FM), KTSA(AM),
KJXK(FM), KZDC(AM)
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
Account Executive	1, 3-6, 11-13	11
Account Executive	1, 3-6, 11, 13	6
Account Executive	1, 3-6, 11, 13	4
Account Executive (<i>Bilingual</i>)	3-6, 11, 13	4
Accounting Assistant	1-2, 5, 10	14
Chief Engineer	1-2, 3-5, 10	2
On-Air Talent (<i>Spanish</i>)	1, 3-5*	5
Promotions Manager (<i>Spanish</i>)	1-5, 9	14

*Exigent Circumstances

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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 Website www.allaccess.com	No	0
2	Texas Association of Broadcasters 502 E 11 th Street, #200 Austin, TX 78701 Phone: 512.322.9944 www.tab.org	No	1
3	Alpha Media Career Website www.alphamediausa.com/careers	No	3
4	Indeed Website www.indeed.com	No	10
5	Word-of-Mouth Referral	No	8
6	On-Air Announcements (<i>one or more SEU stations</i>)	No	10
7	Linked In Website www.linkedin.com	No	0
8	San Antonio Colleges and Universities Career Centers Association www.sacucca.org Phone: 210.458.4109 Yvonne Gonzalez	No	0
9	Internal Posting	No	2
10	SEU Job Fairs (<i>see Section III</i>)	No	0
11	Zip Recruiter Website www.ziprecruiter.com	No	9
12	Alpha Media Remote Broadcast	No	1
13	Walk-In/Self-Referral	No	1
14	Internal Transfer/Promotion	No	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD:			47

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On January 13, 2017, one of our SEU's On-Air Personalities participated in Career Day at Wrenn Middle School, during which he talked with the students about the nature of his job as well as the wide variety of job opportunities available in radio.
2	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On October 21, 2016, one of our SEU's On-Air Personalities visited Colby Glass Elementary School and talked with a class about how radio stations operate, what he does at the stations and the variety of opportunities available for a career in broadcasting.
3	Participate in Job Fair	On August 17, 2016, our SEU participated in a career fair sponsored by St. Mary's University, which took place on its campus. SEU participants included our Accounting Assistant and Promotions Technician, who spoke with attendees about career opportunities in radio as well as job openings within the SEU.
4	Participate in Job Fair	On November 2, 2016, our SEU participated in a career fair sponsored by Palo Alto College, which took place on its campus. SEU participants included our Accounting Assistant and Promotions Technician, who spoke with attendees about career opportunities in radio as well as job openings within the SEU.
5	Participate in Job Fair	On March 22, 2017, our SEU participated in a career fair sponsored by St. Mary's University, which took place on its campus. SEU participants included our Accounting Assistant and Promotions Manager, who spoke with attendees about career opportunities in radio as well as job openings within the SEU.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
6	Management-level training regarding equal employment opportunity and preventing discrimination	On May 10, 2016, our SEU's News Director as well as two Sales Managers and our Business Manager took part in a training webinar presented by Alpha's FCC counsel, Wiley Rein LLP, regarding compliance with the FCC's EEO rules entitled, "The FCC's Equal Employment Opportunity Rules: The Nuts & Bolts for Alpha Media."
7	Training/Mentoring Program	Between November 2016 and January 2017, our SEU's News Director, Reporter and News Anchor worked with our Promotions Tech at the stations to mentor her in covering and reporting the news. The program included "shadowing" our News Director as well as one of our Reporters and News Anchors several times a week, during which she learned: news writing styles; how to voice news packages as well as appropriate delivery style(s); how to follow-up on leads and sources; interviewing skills; how to edit audio and how to cover live events. Under their tutelage, she created news packages based on the stories covered. With the skills acquired, she was able to secure a position as a News Producer at a television station.
8	Host Open House	On March 29, 2017, our SEU hosted an open house at its facilities in San Antonio. During our well-attended event, our managers were available to meet one-on-one with the attendees to not only talk about Alpha Media and the opportunities it provides and give them a tour of our studios, but also discuss their particular interests and skill sets. Applications were collected from interested guests. This event was promoted on all SEU stations.