

**KTFM(FM), KSAH(AM), KSAH-FM, KLEY(FM), KTSA(AM), KJXK(FM),
KZDC(AM)**

EEO PUBLIC FILE REPORT

April 1, 2023 – March 31, 2024

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	Texas Association of Broadcasters www.tab.org	No	1
2	Alpha Media Career Website www.alphamediausa.com/careers	No	8
3	Indeed Website www.indeed.com	No	6
4	Word-of-Mouth Referral	No	0
5	On-Air Announcements (one or more SEU stations)	No	0
6	Linked In Website www.linkedin.com	No	2
7	San Antonio Colleges and Universities Career Centers Association www.sacucca.org	No	0
8	Current Employee	No	2
9	Ziprecruiter.com	No	1
10	Internal Transfer/Promotion	No	1
11	Simplyhired.com	No	0
12	Diversity Jobs	No	0
13	Glassdoor	No	1
14	Jobright	No	0
15	Allaccess.com	No	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			24

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III. RECRUITMENT INITIATIVES**

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Job Fair	On March 27, 2024, our SEU participated in San Antonio Virtual Job Fair hosted by JobFairX. SEU participants included our Operations Manager, who spoke with interested attendees about current openings within our organization and the broadcast industry in general.
2	Management-level training addressing sexual harassment prevention	On October 27 2024, our SEU's Operations Director took part in "Sexual Harassment Prevention for Managers" training programs provided by Alpha Media".
3	Management-level training addressing unconscious bias	On March 13 2024, our SEU's Market Manager Lance Hawkins took part in ThinkHR training programs provided by Alpha Media entitled "Strategies for Tackling Unconscious Bias".
4	Management-level training addressing diversity and inclusion	On March 13 2024, our SEU's Market Manager Lance Hawkins took part in ThinkHR training programs provided by Alpha Media entitled "Understanding Diversity and Inclusion".
5	Management-level training addressing the understanding of unconscious bias	On March 13 2024, our SEU's Market Manager Lance Hawkins took part in ThinkHR training programs provided by Alpha Media entitled "Understanding Unconscious Bias".
6	Management-level EEO training	On September 15, 2023, our SEU's Operations Manager Greg Martin took part in an EEO training provided by Wily Rein LLP.

