

**KLBJ(AM), KLBJ-FM, KBPA(FM), KLZT(FM), KGSR(FM), KROX-FM**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2016 – March 31, 2017<sup>1</sup>**

**I. VACANCY LIST**

See Section II, Master Recruitment Source List (MRSL) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sales/National Promo Asst.	2-5, 7-12, 15, 38	3
Account Executive	2-5, 7-13, 15, 17, 19, 24, 38	12
Account Executive	2-5, 7-13, 15, 17, 19, 24	12
Information Technology Asst.	2-12, 14-15, 25, 30, 35-36	14
Account Executive	2-5, 7-11, 13, 15, 23-24, 28	13
Account Executive	2-5, 7-13, 15, 23-25	13
Bilingual Account Executive	2-5, 7-13, 15	12
Promotions Director	1-5, 7-13, 15, 25, 27-28, 33	27
Bilingual Promotions Director	1-5, 7-11, 13, 15, 17, 23-24, 27, 30	27
KGSR Program Director	1-5, 7-11, 13, 15, 23-24, 27	27
Bilingual Sales Assistant	1-5, 7-11, 15, 17, 23-24, 27, 30	27
Multi-Media Content Producer: KLBJ-AM	2-5, 7-11, 15, 23, 27	27

---

<sup>1</sup> This Report was modified in May 2017 to address reporting issues.

**KLBJ(AM), KLBJ-FM, KBPA(FM), KLZT(FM), KGSR(FM), KROX-FM**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2016 – March 31, 2017**

**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	<b>Emmis Austin Radio</b> <b>Internal Candidates</b> 8309 North IH 35 Austin, TX 78753 Attn: Marla Jamali (512) 832-4068	N	7
2	<b>Texas Association of Broadcasters</b> 502 E. 11 <sup>th</sup> Street, Suite 200 Austin, TX 78701 Attn: Craig Bean (512) 322-9944 <a href="mailto:craig@tab.com">craig@tab.com</a>	Y	2
3	<b>Emmis Communications Job Site (iCIMS)</b> <a href="http://www.emmis.com/careers">www.emmis.com/careers</a>	N	26
4	<b>Caritas of Austin</b> 611 Neches Street P.O. Box 1947 Austin, TX 78767 Attn: Amitiss Mahvah Attn: Harry Crawford Attn: Tanya Greenough (512) 646-1254 <a href="mailto:amahvash@caritasofaustin.org">amahvash@caritasofaustin.org</a> <a href="mailto:hcrawford@caritasofaustin.org">hcrawford@caritasofaustin.org</a> <a href="mailto:tgreenough@caritasofaustin.org">tgreenough@caritasofaustin.org</a>	N	0
5	<b>Austin Area Urban League</b> 1033 La Posada Drive, Suite 150 Austin, TX 78752 Attn: Stephon Lightener Attn: Francis Green (512) 478-7176 ext. 230 <a href="mailto:stephon_lightener@aaul.org">stephon_lightener@aaul.org</a> <a href="mailto:francis_green@aaul.org">francis_green@aaul.org</a>	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
6	<b>UT – College of Communication</b> University of Texas at Austin CMA 3.104 Austin, TX 78712-1094 Attn: Christina Worley (512) 471-9421 <a href="http://moody.utexas.edu/ccs">moody.utexas.edu/ccs</a>	N	0
7	<b>Capital City African American Chamber of Commerce</b> 5407 N. IH 35 Austin, TX 78723 Attn: Amanda Spain (512) 459-1181 <a href="mailto:admin@capcitychamber.org">admin@capcitychamber.org</a>	N	0
8	<b>Austin Community College</b> 7748 Hwy 290 West Austin, TX 78736 Attn: Joyce Pope-Cain (512) 223-8069/(512)223-8111 <a href="mailto:jpcain@austincc.edu">jpcain@austincc.edu</a>	N	0
9	<b>The Art Institute of Houston</b> 1900 Yorktown Houston, TX 77056 Attn: Zack Zwicky (713) 860-4314 <a href="mailto:zzwicky@aii.edu">zzwicky@aii.edu</a>	N	0
10	<b>American Broadcasting School in Arlington &amp; Garland</b> 712 North Watson Road Arlington, TX 76011 Attn: Michelle McConnell (817) 695-2474 <a href="mailto:michelle@radioschool.com">michelle@radioschool.com</a>	Y	0
11	<b>Greater Austin Chamber Of Commerce</b> 210 Barton Springs Road, Suite 400 Austin, TX 78704 Attn: Simone Leal (512) 322-5612 <a href="mailto:sleal@austinchamber.com">sleal@austinchamber.com</a>	N	0
12	<b>Employee Referral</b>	N	14
13	<b>Non-employee Referral</b>	N	15

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
14	<b>Monster.com</b> ( <i>not directly contacted by SEU</i> ) 5 Clock Tower Place Maynard, MA 01754 Attn: Pete Puccini (800) monster, Ext. 8988 <a href="mailto:Peter.puccini@monster.com">Peter.puccini@monster.com</a> <a href="http://www.monster.com">www.monster.com</a>	N	2
15	<b>YWCA – Women’s Referral Center</b> 2015 S. IH 35, Suite 110 Austin, TX 78740 Attn: Daphne Garza Attn: Cindy Martinez (512) 326-1222 (512) 326-1395 (Fax) <a href="mailto:daphne@ywcaAustin.org">daphne@ywcaAustin.org</a> <a href="mailto:cindy@ywcaAustin.org">cindy@ywcaAustin.org</a>	Y	0
16	<b>National Association for the Advancement of Colored People</b> 1704 E. 12 <sup>th</sup> Street Austin, TX 78702 Attn: Career Placement (512) 476-6230 <a href="http://www.naacpaustin.com">www.naacpaustin.com</a>	N	0
17	<b>Alliance for Women in Media</b> PO Box 2684 Austin, TX 78768 Attn: Ginny Schoggins (512) 908-4939 <a href="mailto:gschoggins@emmisaustin.com">gschoggins@emmisaustin.com</a>	N	0
18	<b>AIGA (American Institute of Graphic Arts)</b> Austin Chapter – PMB 549 815-A Brazos Austin, Texas 78701 Attn: Stephanie Malone (512) 344-1555 <a href="mailto:web@aigaAustin.org">web@aigaAustin.org</a>	N	0
19	<b>Walk-In/Self-Referral</b> Emmis Austin Radio 8309 North IH 35, Austin, TX 78753 (512) 832-4000	N	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
20	<b>Emmis Austin Radio Internship Program</b> 8309 North IH 35, Austin, TX 78753 Attn: Marla Jamali (Intern Coordinator ) (512) 832-4068	N	0
21	<b>Careerbuilder.com</b> 8044 Montgomery Road Cincinnati, OH 45241 Attn: Brandon McAllister (513) 247-2283 <a href="mailto:Brandon.mcallister@careerbuilder.com">Brandon.mcallister@careerbuilder.com</a>	N	0
22	<b>Radio Advertising Bureau (RAB)</b> 1320 Greenway Drive, Suite 500 Irving, TX 75038 Attn: Mark White Attn: Mark Levy (972) 753-6756 <a href="mailto:mwhite@rab.com">mwhite@rab.com</a> <a href="mailto:mlevy@rab.com">mlevy@rab.com</a>	N	0
23	<b>Indeed</b> <a href="http://wwwIndeed.com">wwwIndeed.com</a>	N	4
24	<b>Simply Hired</b> <a href="http://www.simplyhired.com">www.simplyhired.com</a>	N	0
25	<b>Unknown</b> ( <i>source not adequately identified upon inquiry</i> )	N	2
26	<b>Greater Austin Hispanic Chamber of Commerce</b> 2800 S. IH 35, Suite 260 Austin, TX 78704 Attn: Joshua Garza (512) 476-7502 <a href="mailto:lrodriguez@gahcc.org">lrodriguez@gahcc.org</a>	N	0
27	<b>Emmis Austin Radio Internal Transfer/Promotion</b> 8309 N. IH 35 Austin, TX 78753 Attn: Marla Jamali (512) 832-4068	N	5
28	<b>LinkedIn</b> <a href="http://www.linkedin.com">www.linkedin.com</a>	N	1
29	<b>Beyond.com</b> <a href="http://www.beyond.com">www.beyond.com</a>	N	0
30	<b>Glassdoor.com</b> <a href="http://www.glassdoor.com">www.glassdoor.com</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
31	<b>All Access</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	N	0
32	<b>I Hire broadcasting</b> <a href="http://www.ihirebroadcasting.com">www.ihirebroadcasting.com</a>	N	0
33	<b>St. Edwards University</b> 3001 S Congress Ave Austin, TX 78704 Attn: Andrew Harper <a href="mailto:dharp@stedwards.edu">dharp@stedwards.edu</a>	N	0
34	<b>Texas State University</b> 601 University Drive San Marcos, TX 78666 Attn: Lois Hickman <a href="mailto:lois@txstate.edu">lois@txstate.edu</a>	N	0
35	<b>Southwestern University</b> 1001 E University Ave Georgetown, TX 78626 Attn: Dana Luna <a href="mailto:lunad@southwestern.edu">lunad@southwestern.edu</a>	N	0
36	<b>ITT Career Spec</b> ( <i>not directly contacted by SEU</i> ) 6330 U.S. 290 Frontage Rd #150 Austin, TX 78723	N	2
37	<b>Texas Monthly</b> 816 Congress Ave #1700 Austin, TX 78701 <a href="http://www.texasmonthly.com">www.texasmonthly.com</a>	N	0
38	<b>Austin Community College Job Fair</b> 6101 Airport Blvd Austin, TX 78752 Attn: Trish Welch <a href="mailto:twelch2@austincc.edu">twelch2@austincc.edu</a>	N	6
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			88

**KLBJ(AM), KLBJ-FM, KBPA(FM), KLZT(FM), KGSR(FM), KROX-FM**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2016 – March 31, 2017**

**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Internship Program	<p>Our SEU maintains an ongoing internship program for the benefit of college students. Undergraduate students enrolled in a credit program are given the opportunity to learn more about their major, gain hands-on experience, and network throughout the organization. Every effort is made to assign interns to a station department that matches their career aspirations or focus of study. Students are regularly monitored and evaluated by staff. A minimum of 20 percent is focused on job shadowing other departments to learn how the station runs as a unit. Internships were offered in Programming, EMG, Incite, Digital Content, Promotions, Sports Marketing, HR, and Production.</p> <p>During the reporting period 32 students interned.</p> <p>Summer 2016 semester – 13</p> <p>Fall 2016 semester – 9</p> <p>Spring 2017 semester – 10</p>
<b>2</b>	Participated in a Career Fair	<p>On April 15, 2016, our SEU staffed a booth at the Austin Community College (ACC) Spring Job Fair in Austin, TX. Station participants included our HR Manager, who discussed internship and employment opportunities for individuals interested in broadcasting careers.</p>
<b>3</b>	Participate in an event or project sponsored by an educational institution relating to broadcast careers	<p>On July 7, 2016, a group from the Austin Boys and Girls club visited our SEU. They toured reception, promotions, and Production. They also visited KBPA and KLBJ studios. The students received a brief description of what is need to work in radio and given an opportunity to help produce a commercial.</p>
<b>4</b>	Participated in a Career Fair	<p>On October 18, 2016, our SEU staffed a booth at the Texas State Mass Communication Job Fair in San Marcos, TX. Station participants included our HR and Sports Marketing Managers, who discussed internship and employment opportunities for individuals interested in broadcasting careers.</p>

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>5</b>	Participated in a Career Fair	On October 27, 2016, our SEU staffed a booth at the St. Edward's University Fall Job and Internship Fair in Austin, TX. Station participants included our HR Manager, who discussed internship and employment opportunities for individuals interested in broadcasting careers.
<b>6</b>	Participated in a Career Fair	On December 1, 2016, our SEU staffed a booth at the Austin Returning Peace Corps Volunteer (RPVC) Career Fair in Austin, TX. Station participants included our HR Manager, who discussed internship and employment opportunities for individuals interested in broadcasting careers.
<b>7</b>	Participated in a Career Fair	On January 20, 2017, our SEU staffed a booth at the Texas State Career Services Part-time Job Fair in San Marcos, TX. Station participants included our HR Manager, who discussed internship and employment opportunities for individuals interested in broadcasting careers.
<b>8</b>	Participated in a Career Fair	On January 26, 2017, our SEU staffed a booth at the Reagan High School College and Career Fair in Austin, TX. Station participants included our HR Manager, who discussed internship and employment opportunities for individuals interested in broadcasting careers.
<b>9</b>	Participated in a Career Fair	On February 16, 2017, our SEU staffed a booth at the Texas State Spring Mass Communication Job Fair in San Marcos, TX. Station participants included our HR Manager, who discussed internship and employment opportunities for individuals interested in broadcasting careers.
<b>10</b>	Participated in a Career Fair	On February 22, 2017, our SEU staffed a booth at the University of Texas Spring 2017 Communication Job and Internship Fair in Austin, TX. Station participants included our HR Manager and Sports Marketing Managers, who discussed internship and employment opportunities for individuals interested in broadcasting careers.
<b>11</b>	Participated in a Career Fair	On March 29, 2017, our SEU Staffed a booth at the Huston-Tillotson Spring Career Expo in Austin, TX. Station participants included our HR Manager, who discussed internship and employment opportunities for individuals interested in broadcasting careers.