

**KLBJ (AM), KLBJ (FM), KBPA (FM), KLZT (FM), KGSR (FM), KROX (FM),  
Latino 102.7**

**EEO PUBLIC FILE REPORT  
April 1, 2013 – March 31, 2014**

**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>
News Radio KLBJ-AM Reporter	1-11, 15, 17, 23	1
Sales Assistant	2-13, 15, 17, 19, 21-23, 25, 28	12
Promotions Director	1-11, 15, 17, 23, 27	1
On-Air/Production: Latino 102.7	2-11, 15-17, 23	3
Traffic Assistant	1-11, 15, 17, 21, 23, 25, 27, 28	3
Web Designer	2-12, 15, 17, 22, 23, 25, 27	12
Incite Project Manager	2, 4-13, 15, 17, 23	12
Sales Assistant	2-12, 15, 17, 21-23, 25, 27	3
EMG Project Coordinator	2-12, 14, 15, 17, 23, 27-29	12
KLBJ-AM Producer	1-11, 13, 15, 17, 21, 23, 27	1
Marketing Assistant	2-11, 13, 15, 17, 21-23, 27, 28	13
Sales Assistant	1-11, 13, 15, 17, 21-23, 27	1
Digital Content Producer	2-12, 15, 17, 19, 21-23, 25, 27, 28	12
Account Executive	2-11, 13, 15, 17, 23	3
Web Designer	2-11, 15, 17, 19, 21-23, 25, 27, 30	30
Account Executive	1-13, 15, 17, 23	12
Account Executive	2-11, 13, 15, 17, 23, 28	13
Director of Digital Content	2-11, 15, 17, 23, 28	3

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**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/Transfers/Promotions</b> 8309 North IH 35 Austin, TX 78753 Attn: Marla Jamali (512) 832-4068	N	18
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	Y	4
3	Emmis Communications Job Site at <a href="http://www.emmis.com">www.emmis.com</a>	N	35
4	<b>Caritas of Austin</b> 611 Neches Street P.O. Box 1947 Austin, TX 78767 Attn: Harry Crawford <a href="mailto:hcrawford@caritasofaustin.org">hcrawford@caritasofaustin.org</a> Attn: Tanya Greenough <a href="mailto:tgreenough@caritasofaustin.org">tgreenough@caritasofaustin.org</a> (512) 479-4610 Ext. 145	Y	0
5	<b>Austin Area Urban League</b> 1033 La Posada Drive, Suite 150 Austin, TX 78752 Attn: Francis Green (512) 478-7176 ext. 230 <a href="mailto:info@aaul.org">info@aaul.org</a>	Y	0
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="mailto:ccs@uts.cc.utexas.edu">ccs@uts.cc.utexas.edu</a>	Y	1

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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>	Y	0
8	<b>Austin Community College</b> 7748 Hwy 290 West Austin, TX 78736 Attn: Joyce Pope-Cain (512) 223-8069 <a href="mailto:jpcain@austincc.edu">jpcain@austincc.edu</a>	Y	0
9	<b>The Art Institute of Houston</b> 1900 Yorktown Houston, TX 77056 Attn: Zack Zwicky (713) 860-4314 <a href="mailto:zzwicky@aai.edu">zzwicky@aai.edu</a>	Y	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>	Y	0
12	<b>Employee Referral</b>	N	26

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13	<b>Non-employee Referral</b>	N	11
14	<b>Monster .com</b> 5 Clock Tower Place Maynard, MA 01754 Attn: Pete Puccini (800) monster, Ext. 8988 Peter.puccini@monster.com www.monster.com	N	0
15	<b>YWCA – Women’s Referral Center</b> 2015 S. IH 35, Suite 110 Austin, TX 78740 Attn: Daphne Garza (Records Clerk) (512) 326-1222 (512) 326-1395 (Fax)	N	0
16	<b>NAACP</b> 1704 E. 12 <sup>th</sup> Street Austin, TX 78702 Attn: Career Placement (512) 476-6230	N	0
17	<b>American Women In Radio &amp; Television</b> P.O. Box 2684 Austin, TX 78768 Attn: Misty Crayton mcrayton@kvue.com Attn: Kelly Grannan career@awmaustin.org (512) 459-2010 awrtaustin@hotmail.com	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 web@aigaustin.org	N	0

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19	<b>Craig's List – Austin</b> 1381 9 <sup>th</sup> Avenue San Francisco, CA 84122 (800) 664-0633 <a href="http://austin.craigslist.org">http://austin.craigslist.org</a>	N	0
20	<b>Walk-ins</b> Emmis Austin Radio 8309 North IH 35, Austin, TX 78753 (512) 832-4000	N	0
21	<b>Emmis Austin Radio Internship Program</b> 8309 North IH 35, Austin, TX 78753 Attn: Marla Jamali (Intern Coordinator ) (512) 832-4068	N	10
22	<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> <a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	N	1
23	<b>Radio Advertising Bureau (RAB)</b> 1320 Greenway Drive, Suite 500 Irving, TX 75038 Attn: Mark D. Levy (972) 753-6756 <a href="mailto:mlevy@rab.com">mlevy@rab.com</a>	Y	0
24	<b>FreeBug (Google Base)</b> Attn: Kirsti Michaud (303) 399-1043 <a href="mailto:kmichaud@equest.com">kmichaud@equest.com</a> <a href="http://www.google.com/base">www.google.com/base</a>	N	0
25	<b>FreeBug (Indeed)</b> Attn: Kirsti Michaud (303) 399-1043 <a href="mailto:kmichaud@equest.com">kmichaud@equest.com</a> <a href="http://www.Indeed.com">www.Indeed.com</a>	N	4

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26	<b>FreeBug (Jobster)</b> Attn: Kirsti Michaud (303) 399-1043 kmichaud@equest.com www.jobster.com	N	0
27	<b>FreeBug (Simply Hired)</b> Attn: Kirsti Michaud (303) 399-1043 kmichaud@equest.com www.simplyhired.com	N	0
28	<b>Unknown Recruitment Source</b>	N	18
29	<b>Greater Austin Hispanic Chamber of Commerce</b> 2800 S. IH 35, Suite 260 Austin, TX 78704 Attn: Joshua Garza (512) 476-7502 jgarza@gahcc.org	N	0
30	<b>The Creative Group</b> 10801 N. Mopac Expressway, Bldg. 2 Suite 220 Austin, TX 78759 Attn: Raquel Hill (512) 457-8558 Raquel.hill@creativegroup.com	N	3

**TOTAL INTERVIEWEES OVER 12-MONTH PERIOD      131**

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	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, Web Design, Sports Marketing, HR, and Production,</p> <p>During the reporting period students interned.</p> <p>Summer 2013 semester - 20.</p> <p>Fall 2013 semester - 10.</p> <p>Spring 2014 semester – 18.</p>
2	Participate in Career Fair	<p>On April 3, 2013 our SEU staffed a booth at the University of Texas Communications Job and Intern Fair in Austin, TX. The event was attended by HR, Digital Content, and Programming.</p> <p>Staff discussed internship and employment opportunities for individuals interested in broadcasting careers.</p>
3	Participate in Career Fair	<p>On April 11, 2013 our SEU staffed a booth at the St. Edward's Annual Job &amp; Internship Fair in Austin, TX. The event was attended by HR, Digital Content, and Programming.</p> <p>Staff discussed internship and employment opportunities for individuals interested in broadcasting careers.</p>
4	Participate in event or project sponsored by educational institution relating to broadcast careers	<p>On April 17, 2013 our SEU visited Austin Community College Northridge campus and spoke to an Introduction to Radio &amp; Television class. Production and Programming discussed their jobs, educational requirements, and the intern program for those interested in radio broadcasting careers.</p>

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5	Participate in Career Fair	<p>On September 18, 2013 our SEU staffed a booth at Huston-Tillotson University in Austin, TX. The event was attended by HR.</p> <p>Staff discussed internship and employment opportunities for individuals interested in broadcasting careers.</p>
6	Participate in Career Fair	<p>On October 30, 2013 our SEU staffed a booth at the Texas State Fall Mass Communications job fair in San Marcos, TX. Station participants included HR, Incite, and Programming.</p> <p>Staff discussed internship and employment opportunities for individuals interested in broadcasting careers.</p>
7	Participate in Career Fair	<p>On October 30, 2013 our SEU staffed a booth at the University of Texas Fine Arts Internship and Networking Fair on UT-Austin campus. Station participants included Digital Content and Programming.</p> <p>Staff discussed internship and employment opportunities for individuals interested in broadcasting careers.</p>
8	Participate in event or project sponsored by educational institution relating to broadcast careers	<p>On February 6, 2014 our SEU participated in an annual job shadow project entitled COOL Week. Students from Leander, Vista Ridge, and Vandergrift high schools partner up with local area businesses to learn about careers. There were 2 students from Leander, 1 student from Vandergrift, and 1 student from Vista Ridge high schools.</p> <p>Students spent time in HR, Sales, Programming, AM Newsroom, Production, and Sound Design to learn the role of each department within the radio industry. Students were assigned "A Commercial Timeline" project to learn how a commercial gets on-air.</p>
9	Participate in Career Fair	<p>On March 5, 2014 our SEU staffed a booth at the University of Texas Communications Job and Intern Fair in Austin, TX. The event was attended by HR, Sports Marketing, and Programming.</p> <p>Staff discussed internship and employment opportunities for individuals interested in broadcasting careers.</p>



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<b>10</b>	Participate in Career Fair	<p>On March 26, 2014 our SEU staffed a booth at the Texas State Fall Mass Communications job fair in San Marcos, TX. Station participants included HR and Programming.</p> <p>Staff discussed internship and employment opportunities for individuals interested in broadcasting careers.</p>
<b>11</b>	Participate in Career Fair	<p>On March 27, 2014 our SEU staffed a booth at the St. Edward's Annual Job &amp; Internship Fair in Austin, TX. The event was attended by HR, Sports Marketing, and Programming.</p> <p>Staff discussed internship and employment opportunities for individuals interested in broadcasting careers.</p>