

KLBJ(AM), KLBJ-FM, KBPA(FM), KLZT(FM), KGSR(FM), KROX-FM
EEO PUBLIC FILE REPORT
April 1, 2013 – March 31, 2014¹

I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
News Radio KLBJ-AM Reporter	1-5, 7-11, 15, 17, 22, 25, 33-36	36
Bilingual Sales Assistant	2-13, 15, 17, 19, 21-22, 25, 28, 31-35	12
Promotions Director	1-5, 7-11, 15, 17, 22, 27, 33-36	36
On-Air/Production: Latino 102.7	2-5, 7-11, 15, 17, 33-35	3
Traffic Assistant	1, 3, 21-22, 25, 27-28, 31-32	3
Web Designer	3, 12, 22, 25, 27-28, 31-32	12
Incite Project Manager	3, 12-13, 25, 27, 31-32	12
Sales Assistant	2-12, 15, 17, 21-22, 25, 27, 31-35	3
EMG Project Coordinator	2-5, 7-12, 14-15, 17, 23, 27-29, 31-35	12
KLBJ-AM Producer	1-5, 7-13, 15, 17, 21, 27, 31-36	36
Marketing Assistant	2-5, 7-11, 13, 15, 17, 19, 21-22, 27-28, 31-35	13
Sales Assistant	1-5, 7-11, 13, 15, 17, 21-22, 27, 31-36	36
Digital Content Producer	3, 12, 19, 21-22, 25, 27-28, 31-32	12
Account Executive	3, 12-13, 25, 27	3
Web Designer	3, 19, 21-22, 25, 27, 30-32	30
Account Executive	1-5, 7-13, 15, 17, 33-35	12
Account Executive	2-5, 7-13, 15, 17, 28, 33-35	13

¹ This Report was modified in September 2014 to address reporting issues.

**KLBJ(AM), KLBJ-FM, KBPA(FM), KLZT(FM), KGSR(FM), KROX-FM
EEO PUBLIC FILE REPORT**

April 1, 2013 – March 31, 2014

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Emmis Austin Radio Internal Candidates 8309 North IH 35 Austin, TX 78753 Attn: Marla Jamali (512) 832-4068	N	14
2	Texas Association of Broadcasters 502 E. 11 th Street, Suite 200 Austin, TX 78701 Attn: Craig Bean (512) 322-9944	Y	4
3	Emmis Communications Job Site www.emmis.com	N	30
4	Caritas of Austin 611 Neches Street P.O. Box 1947 Austin, TX 78767 Attn: Harry Crawford hrcrawford@caritasofaustin.org Attn: Tanya Greenough tgreenough@caritasofaustin.org (512) 479-4610 Ext. 145	N <i>(as of 1/2014)</i>	0
5	Austin Area Urban League 1033 La Posada Drive, Suite 150 Austin, TX 78752 Attn: Francis Green (512) 478-7176 ext. 230 info@aaul.org	N <i>(as of 1/2014)</i>	0
6	UT – College of Communication (including job fairs) University of Texas at Austin CMA 3.104 Austin, TX 78712-1094 Attn: Christina Worley (512) 471-9421 ccs@uts.cc.utexas.edu	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
7	Capital City African American Chamber of Commerce 5407 N. IH 35 Austin, TX 78723 Attn: Amanda Spain (512) 459-1181 admin@capcitychamber.org	N <i>(as of 1/2014)</i>	0
8	Austin Community College 7748 Hwy 290 West Austin, TX 78736 Attn: Joyce Pope-Cain (512) 223-8069 jpcain@austincc.edu	N <i>(as of 1/2014)</i>	0
9	The Art Institute of Houston 1900 Yorktown Houston, TX 77056 Attn: Zack Zwicky (713) 860-4314 zzwicky@aia.edu	N <i>(as of 1/2014)</i>	0
10	American Broadcasting School in Arlington & Garland 712 North Watson Road Arlington, TX 76011 Attn: Michelle McConnell (817) 695-2474 michelle@radioschool.com	Y	0
11	Greater Austin Chamber Of Commerce 210 Barton Springs Road, Suite 400 Austin, TX 78704 Attn: Simone Leal (512) 322-5612 sleal@austinchamber.com	N <i>(as of 1/2014)</i>	0
12	Employee Referral	N	26
13	Non-Employee Referral	N	11
14	Monster.com 5 Clock Tower Place Maynard, MA 01754 Attn: Pete Puccini (800) monster, Ext. 8988 Peter.puccini@monster.com www.monster.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
15	YWCA – Women’s Referral Center 2015 S. IH 35, Suite 110 Austin, TX 78740 Attn: Daphne Garza Attn: Cynthia Martinez (512) 326-1222 (512) 326-1395 (Fax) daphne@ywcaaustin.org ; cindy@ywca.org	Y	0
16	NAACP 1704 E. 12 th Street Austin, TX 78702 Attn: Career Placement (512) 476-6230	N	0
17	Alliance for Women in Media (formerly American Women In Radio & Television) Attn: Kelly Grannan Welch (512) 459-2010 awrtaustin@hotmail.com career@awmaustin.org	N	0
18	AIGA (American Institute of Graphic Arts) Austin Chapter – PMB 549 815-A Brazos Austin, Texas 78701 Attn: Stephanie Malone (512) 344-1555 web@aigaaustin.org	N	0
19	Craig’s List – Austin 1381 9 th Avenue San Francisco, CA 84122 (800) 664-0633 http://austin.craigslislist.org	N	0
20	Walk-In/Self-Referral Emmis Austin Radio 8309 North IH 35, Austin, TX 78753 (512) 832-4000	N	0
21	Emmis Austin Radio Internship Program <i>(see Sec. III)</i> 8309 North IH 35, Austin, TX 78753 Attn: Marla Jamali (Intern Coordinator) (512) 832-4068	N	10

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
22	Careerbuilder.com 8044 Montgomery Road Cincinnati, OH 45241 Attn: Brandon McAllister (513) 247-2283 Brandon.mcallister@careerbuilder.com www.careerbuilder.com	N	1
23	Radio Advertising Bureau (RAB) 1320 Greenway Drive, Suite 500 Irving, TX 75038 Attn: Mark D. Levy (972) 753-6756 mlevy@rab.com	N	0
24	Google Base www.google.com/base	N	0
25	Indeed www.Indeed.com	N	4
26	Jobster www.jobster.com	N	0
27	Simply Hired www.simplyhired.com	N	0
28	Unknown (source not adequately identified upon inquiry)	N	16
29	Greater Austin Hispanic Chamber of Commerce 2800 S. IH 35, Suite 260 Austin, TX 78704 Attn: Joshua Garza (512) 476-7502 jgarza@gahcc.org / lrodriguez@gahcc.org	N	0
30	The Creative Group 10801 N. Mopac Expressway, Bldg. 2 Suite 220 Austin, TX 78759 Attn: Raquel Hill (512) 457-8558 Raquel.hill@creativegroup.com	N	3
31	Job.com www.job.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
32	JuJu.com www.juju.com	N	0
33	Austin Association of Black Journalists 3201 Steck Avenue Austin, TX 78757 Attn: Shelton Green (512) 459-2086 Sgreen@kvue.com	N <i>(as of 1/2014)</i>	0
34	My Air Check Attn: Scott Russell (604) 740-1374 registration@myaircheck.com	N <i>(as of 1/2014)</i>	0
35	Ohio/Illinois Centers For Broadcasting 9000 Sweet Valley Drive Valley View, OH 44125 Attn: Gary James –Nat. Dir. Of Placement gary@beonair.com www.funjobsonair.com www.beonair.com	N <i>(as of 1/2014)</i>	0
36	Emmis Austin Radio Internal Transfer/Promotion 8309 North IH 35 Austin, TX 78753 Attn: Marla Jamali (512) 832-4068	N	3
TOTAL INTERVIEWEES OVER REPORTING PERIOD			123

**KLBJ(AM), KLBJ-FM, KBPA(FM), KLZT(FM), KGSR(FM), KROX-FM
EEO PUBLIC FILE REPORT
April 1, 2013 – March 31, 2014**

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Host an 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 our SEU's staff. At least 20 percent of the interns' time during the program is focused on job shadowing other departments to learn how the station runs as a unit. Interns had the opportunity to work in a variety of our SEU's departments, including programming, EMG, incite, digital content, videography, sound design, digital media, sports marketing, HR, and production.</p> <p>During the reporting period, our SEU hosted 48 interns, as follows:</p> <ul style="list-style-type: none"> - During the summer 2013 semester, the SEU hosted 20 interns. - During the fall 2013 semester, the SEU hosted 10 interns. - During the spring 2014 semester, the SEU hosted 18 interns.
2	Participate in job fair	<p>On April 3, 2013, our SEU staffed a booth at the University of Texas Communications Job and Intern Fair in Austin, TX. At the fair, our SEU collected resumes and discussed internship and employment opportunities for individuals in broadcasting careers. SEU participants included members of HR, Digital Content, and Programming.</p>
3	Participate in job fair	<p>On April 11, 2013, our SEU staffed a booth at the St. Edward's Annual Job & Internship Fair in Austin, TX. At the fair, our SEU collected resumes and discussed internship and employment opportunities for individuals in broadcasting careers. SEU participants included members of HR, Digital Content, and Programming.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
4	Participation in events or programs sponsored by educational institution relating to career opportunities in broadcasting	On April 17, 2013, our SEU visited Austin Community College Northridge campus and spoke to an Introduction to Radio & Television class. Members of our SEU's production department and programming department discussed their jobs, educational requirements, and our SEU's internship program for those interested in radio broadcasting careers.
5	Participate in job fair	On September 18, 2013, our SEU staffed a booth at Huston-Tillotson University in Austin, TX. At the fair, our SEU collected resumes and discussed internship and employment opportunities for individuals in broadcasting careers. SEU participants included members of HR.
6	Participate in job fair	On October 30, 2013, our SEU staffed a booth at the Texas State Fall Mass Communications job fair in San Marcos, TX. At the fair, our SEU collected resumes and discussed internship and employment opportunities for individuals in broadcasting careers. SEU participants included members of our HR, incite, and programming departments.
7	Participate in job fair	On October 30, 2013, our SEU staffed a booth at the University of Texas Fine Arts Internship and Networking Fair on UT-Austin campus. At the fair, our SEU collected resumes and discussed internship and employment opportunities for individuals in broadcasting careers. SEU participants included members of our digital content and programming departments.
8	Participation in events or programs sponsored by educational institution relating to career opportunities in broadcasting	<p>On February 6-7, 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 career opportunities. Our SEU hosted 2 student shadows from Leander, 1 student shadow from Vandergrift, and 1 student shadow from Vista Ridge.</p> <p>Students spent time in different departments throughout the SEU, including 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>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
9	Participate in job fair	On March 5, 2014, our SEU staffed a booth at the University of Texas Communications Job and Intern Fair in Austin, TX. At the fair, our SEU collected resumes and discussed internship and employment opportunities for individuals in broadcasting careers. SEU participants included members of our HR, sports marketing, and programming departments.
10	Participate in job fair	On March 26, 2014, our SEU staffed a booth at the Texas State Fall Mass Communications job fair in San Marcos, TX. At the fair, our SEU collected resumes and discussed internship and employment opportunities for individuals in broadcasting careers. SEU participants included members of our HR and programming departments.
11	Participate in job fair	On March 27, 2014, our SEU staffed a booth at the St. Edward's Annual Job & Internship Fair in Austin, TX. At the fair, our SEU collected resumes and discussed internship and employment opportunities for individuals in broadcasting careers. SEU participants included members of our HR, sports marketing, and programming departments.