

2024 Annual EEO Public File Report

Stations in the Employment Unit located in San Antonio, TX

- KPAC (FM-NCE), San Antonio, TX
- KSTX (FM-NCE), San Antonio, TX
- KTXI (FM-NCE), Ingram, TX
- KTPR (FM-NCE), Stanton, TX
- KVHL (FM-NCE), Llano, TX
- KTPD (FM-NCE), Del Rio, TX
- KCTI (AM-NCE), Gonzales, TX

Date of Annual Report: March 31, 2024

Number of Full-Time Employees: More than 10

This report covers the period between April 1, 2023, and March 31, 2024. The information required by 47 C.F.R. 72.2080 is provided below.

Full-Time Vacancy List

Date of Hire	Job Title	Recruitment Source Used to Fill Vacancy	Recruitment Source Referring Hiree	Number of Interviews
4/24/2023	IT & Telecommunications Support Technician	22,47,50,51	22	5
5/1/2023	Newsroom Administrative Assistant	22,47	22	3
5/17/2023	Executive Assistant to the President & CEO	22,47,50,51,53,57	22	3
9/25/2023	Project Manager – Marketing & Membership Projects	22,47,50,56	22	6
10/2/2023	Audience Services Associate	22,47,56	22	7
11/20/2023	Multimedia Fundraising Manager	22,47,56,62	22	6
1/22/2024	Digital Marketing Producer	22,47,56,63	22	5

Total Number of Persons Interviewed in the Preceding Year: **35**

Master Recruitment Source List

RS Number	RS Information	Source Entitled to Vacancy Notification*	Number of Interviewees Referred by RS over 12 Month Period
22	Texas Public Radio Website 8401 Datapoint Dr, Ste 800 San Antonio, TX 78229-5903 Katie Goetz hr@tpr.org www.tpr.org (210) 614-8977	N	25
47	Indeed.com www.indeed.com/hire	N	1
50	Glassdoor www.glassdoor.com (888)355-9323	N	0
51	LinkedIn www.linkedin.com	N	0
53	SimplyHired 2711 Centerville Road, Suite 400 Wilmington, DE 19808 www.simplyhired.com	N	0
56	The Nonprofit Council 1150 N. Loop 1604 W. San Antonio, TX 78248 https://www.tncouncil.org/ Jerry Moore info@tncouncil.org (210) 229-0333	N	0
57	Handshake College Job Board www.joinhandshake.com	N	0
62	TPR Radio Announcement Texas Public Radio 321 W. Commerce St San Antonio, TX 78205 Katie Goetz hr@tpr.org www.tpr.org (210) 614-8977	N	0
63	Referred by TPR employee	N	0

*This refers to sources that have specifically requested to be informed of vacancies.

Broad Outreach and Initiatives

- 1) During the reporting period, the San Antonio Employment Unit of Texas Public Radio offered various **internship and work study programs** designed to assist members of the community to acquire skills needed for broadcast employment. During this reporting period, 2 students participated in the Texas Public Radio internship program, 5 students participated in the City of San Antonio Summer Ambassador Internship Program, 2 students participated in the Texas State University Summer Intern Health Reporting Program, 1 student participated in the UTSA Rowdy Corps Work Study Program and one student participated in the Trinity University Community Federal Work Study Program.

A) Internship: Marketing Intern

Date: April 2023 through December 2023

Participating Employees: Vice President of Marketing & Communications (Bobby Salluce) and Director of Events (Tori Pool)

Sponsorship of Activity: Texas Public Radio

Number of Interns Participating in Program: 1

Description: Intern works closely with Vice President of Marketing & Communications to assist Texas Public Radio in its marketing and outreach efforts to the community. Typical job duties may include event planning and execution videography, contacting vendors, representing Texas Public Radio at public events, drafting releases, designing graphics, and assisting Texas Public Radio with social media.

B) Internship: Marketing, Development, and Marketing Intern

Date: June 2023 through August 2023

Participating Employees: Grants Manager (Jeff Morden), Vice President of Development (Rebecca Caven), TPR Database Manager (Kristen Russell), Membership Manager (Roxanna Zamarripa), Vice President of Marketing & Communications (Bobby Salluce), and Events Manager (Tori Pool)

Sponsorship of Activity: City of San Antonio Department of Human Services

Number of Interns Participating in Program: 5

Description: The Ambassador Summer Internship Program is an internship program for currently enrolled college students sponsored by the City of San Antonio. The program exposes students to professional opportunities and innovative career paths through paid internships, peer-to-peer networking sessions, and community service projects. Program participants are placed with government entities, non-profit agencies, and private organizations to gain experience in high-demand occupations to attract San Antonio's graduating professionals to career opportunities within the local community.

C) Internship: Health Reporting Intern

Date: May 2023 through August 2023 and January 2024 through March 2023

Participating Employees: City Hall Reporter & Intern Coordinator (Joey Palacios)

Sponsorship of Activity: Texas Community Health News: Texas State's School of Journalism and the university's Transitional Health Research Center

Number of Interns Participating in Program: 2

Description: This is a project by Texas Community Health News, a partnership between Texas State's School of Journalism and the university's Transitional Health Research

Center. The project uses data from across the state and federal governments to do health related stories that puts that data to work.

D) Internship: Development Intern

Date: February 2023 through May 2023

Participating Employees: Vice President of Development (Rebecca Caven)

Sponsorship of Activity: University of Texas at San Antonio

Number of Interns Participating in Program: 1

Description: Rowdy Corps is a Community-Based College Work-Study Program that aims to unite the University of Texas at San Antonio with the surrounding nonprofit community. Rowdy Corps members can connect their service experience to an academic course. They will combine their community-engaged learning experience with critical reflective analysis that focuses on leadership and professional development training to help prepare students for life after graduation.

E) Internship: News Intern

Date: October 2023 through December 2023 and January 2024 through March 2023

Participating Employees: City Hall Reporter & Intern Coordinator (Joey Palacios)

Sponsorship of Activity: Trinity University

Number of Interns Participating in Program: 1

Description: The CFWS program allows students to gain experience by working at local nonprofit organizations, schools, or government agencies, while getting paid through Trinity's financial aid office. Students who work in these positions will also participate in reflection activities to fully incorporate the idea of Service Learning. The CFWS program allows Trinity students to gain valuable knowledge and real-world experience working at our partner organizations, while still being able to positively impact the community.

2) During the reporting period, the San Antonio Employment Unit of Texas Public Radio participated in **other activities** designed by the station employment unit to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

A) Occasion: Radio & Television Broadcasting Advisory Committee

Date: Ongoing

Participating: City Hall Reporter & Intern Coordinator (Joey Palacios)

Sponsorship: San Antonio College

Description: This 20-person committee is composed of a select group of radio and television broadcasting professionals that have considerable experience in industry standards and practices. The members of the RTVB Advisory Committee serve as experts in the field who help direct curriculum, suggest state of the art equipment for training and inform the staff on new developments or directions in the business, hiring trends and new skills that will make the students more hireable. Further, this Committee intends to help graduate students of this program into proactive, productive, and engaging careers in the radio and television broadcasting industry.

B) Occasion: Journalism Career Presentation

Date: April 10, 2023

Participating: VP of News (Dan Katz) and Managing Editor (Fernando Ortiz Jr.)

Sponsorship: UTSA and The Entrepreneurial World

Description: VP of News and Managing Editor spoke to UTSA first-year students about journalism.

C) Occasion: US-Mexico Border Policy Class Guest Speaker

Date: April 15, 2023

Participating: RGV Reporter (Gaige Davila)

Sponsorship: George Mason University

Description: Invited speaker to Dr. Correa-Cabrera's class "U.S. Mexico Border Policy" at George Mason University (attended via Zoom)

D) Occasion: Journalism Advisory Committee (SAC)

Date: April 21, 2023

Participating: City Hall Reporter & Intern Coordinator (Joey Palacios)

Sponsorship: San Antonio College

Description: Serve on the Journalism advisory committee for San Antonio College as the school rebuilds its journalism program and recreates its student run news publication formally known as The Ranger.

E) Occasion: Student volunteers for PMJA conference

Date: June 2023

Participating: City Hall Reporter & Intern Coordinator (Joey Palacios)

Sponsorship: San Antonio College

Description: Invited five students from San Antonio College's radio station KSYM to serve as volunteers for the Public Media Journalists Conference hosted at Texas Public Radio in June of 2023.

F) Occasion: Radio 1 Journalism Visit

Date: September 26, 2023

Participating: VP of News (Dan Katz)

Sponsorship: CUNY Journalism School

Description: Presented to former TPR reporter Reynaldo Leanos Jr.'s class with basics on radio writing, ethics, and answered questions about the journalism industry.

G) Occasion: Investigations Into Prisons Presentation

Date: September 27, 2023

Participating: Accountability Reporter (Paul Flahive)

Sponsorship: SUNY Oneonta

Description: Presentation to SUNY students about covering prisons and doing investigations.

H) Occasion: Youth Voter Festival

Date: September 30, 2023

Participating: Education Reporter (Camille Phillips)

Sponsorship: UTSA and The Entrepreneurial World

Description: TPR's Education reporter Camille Phillips answered questions at a Youth Voter Fest hosted by UTSA Downtown.

I) Occasion: San Antonio College Student Tour and Interview

Date: October 9, 2023

Participating: City Hall Reporter & Intern Coordinator (Joey Palacios)

Sponsorship: San Antonio College

Description: Provided a student tour and time for an "interview a professional" assignment to SAC student Legaci Lee. Legaci spent about 90 minutes (about 1 and a half hours) in the station for the interview that was needed for her Intro to Mass Comm

class.

J) Occasion: San Antonio College Guest Speaker

Date: October 18, 2023

Participating: City Hall Reporter & Intern Coordinator (Joey Palacios)

Sponsorship: San Antonio College

Description: Spoke to a class run by RTF professor Paul Alexander at San Antonio College. The class had about 20 students and the presentation included how the reporter started as a student at SAC and became a reporter for Texas Public Radio and their career here for 12 years.

K) Occasion: ECO Rio Symposium

Date: November 16, 2023

Participating: RGV Reporter (Gaige Davila)

Sponsorship: UTRGV

Description: Reporter spoke at the University of Texas Rio Grande Valley's Eco-Rio Symposium about reporting on climate justice movements in the RGV.

L) Occasion: Journalism Advisory Committee

Date: December 4, 2023

Participating: City Hall Reporter & Intern Coordinator (Joey Palacios)

Sponsorship: San Antonio College

Description: A second meeting of the San Antonio College Journalism Advisory Committee.

M) Occasion: Advanced Learning Academy Student Tour

Date: February 21 & 22, 2024

Participating: Director of Events (Tori Pool)

Sponsorship: Advanced Learning Academy

Description: Two classes of 25 from Advanced Learning Academy toured the facility with the Director of Events.

N) Occasion: Vaquero Radio

Date: February 23, 2024

Participating: RGV Reporter (Gaige Davila)

Sponsorship: UTRGV

Description: Guest on University of Texas Rio Grande Valley's Vaquero Radio program "La Hora Feminista" to talk about journalism in the RGV

O) Occasion: Jefferson High School Tour

Date: March 1, 2024

Participating: Elisa Gonzales (Event & Volunteer Coordinator), Marian Navarro (Producer), and Norma Martinez (Host)

Sponsorship: Jefferson High School

Description: Studio/HQ tour by Jefferson High School's Mexican American Studies class.

P) Occasion: EWA panel at SXSW

Date: March 16, 2024

Participating: Education Reporter (Camille Phillips)

Sponsorship: EWA/SXSW

Description: TPR's Education reporter Camille Phillips presented at school finance workshop hosted by the Education Writers Association as part of SXSW EDU in Austin.

Q) Occasion: Presentation to college class

Date: March 19, 2024

Participating: News Desk Assistant (Jackie Velez)

Sponsorship: The University of the Incarnate Word

Description: Presentation to a college class on producing TPR's daily 321 Newsletter.