

KBME-AM, KKRW-FM, KODA-FM, KPRC-AM, KTBZ-FM, KTRH-AM

EEO PUBLIC FILE REPORT

April 1, 2012 - March 31, 2013

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1, 4-5, 8-9, 13, 16-18, 20, 26-31, 33, 38-39, 46, 50-51, 59, 61	9
News Anchor	1, 4-5, 8-9, 13, 16-18, 20, 26-30, 33, 38-39, 46, 50-51, 59, 61	9
Morning Show Producer	1, 4-5, 8-9, 13, 16-18, 20, 26-30, 33, 38-39, 46, 50-51, 59, 61	9
News Reporter	1-2, 4-5, 8-9, 13, 16-18, 20, 26-30, 33, 38-39, 46, 50-51, 59, 61	9
Account Executive	1, 4-6, 8-9, 13, 16-18, 20, 26-30, 33, 37-40, 46, 50-51, 57, 59, 61	9
Account Executive	1, 4-6, 8-9, 13, 16-18, 20, 26-30, 33, 37-40, 46, 50-51, 57, 59, 61	57
Account Executive	1, 4-6, 8-9, 13, 16-18, 20, 26-30, 33, 37-40, 46, 50-51, 57, 59, 61	37
Account Executive	1, 4-6, 8-9, 13, 16-18, 20, 26-30, 33, 37-40, 46, 50-51, 57, 59, 61	9
Digital Reporter	1-2, 4-5, 8-9, 13, 16-18, 20, 26-30, 33, 38-39, 46, 50-51, 59, 61	9
Morning News Editor	1-2, 4-6, 8-9, 13, 16-18, 20, 26-30, 33, 36, 38-39, 46, 50-51, 55, 59, 61	9
Sales Assistant (FT)	2, 4-6, 9, 13, 16-18, 20, 26-30, 33, 38-39, 46, 50-51, 55, 59	9
Account Executive	2, 4-6, 9, 13, 16-18, 20, 26-30, 33-34, 38-40, 46, 50-51, 55, 59	40
Account Executive	2, 4-6, 9, 13, 16-18, 20, 26-30, 33-34, 38-40, 46, 50-51, 55, 59	40
Broadcast Engineer	2-6, 9-13, 15-24, 26-30, 32-33, 36, 38-51, 53-56, 58-60	40
Anchor / Producer / Editor	2-5, 7, 9-13, 15-24, 26-30, 32-33, 36, 38-39, 41-56, 58-60	9
Anchor / Producer / Editor	2-5, 7, 9-13, 15-24, 26-30, 32-33, 36, 38-39, 41-56, 58-60	60
Reporter/Anchor	2-5, 7, 9-30, 32-33, 36, 38-39, 41-47, 49-59	14
Reporter/Anchor	2-5, 7, 9-30, 32-33, 36, 38-39, 41-47, 49-59	57
Assistant Promotions Director	2, 4-6, 9, 13-14, 16-18, 20, 26-30, 33, 38-39, 46, 50-51, 55, 59	14

KBME-AM, KKRW-FM, KODA-FM, KPRC-AM, KTBZ-FM, KTRH-AM**EEO PUBLIC FILE REPORT****April 1, 2012 - March 31, 2013****I. VACANCY LIST****See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data**

Buzz Morning Show On Air Personality	35	35
On-Air Sports Reporter Show Host	2, 4-5, 9, 13, 16-18, 20, 26-30, 33, 38-40, 46, 50-51, 55, 59	9

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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	African American Chamber of Commerce PO Box 5488 Portland, Oregon 97228 Phone : 503-244-5794 Email : blackchamber@usa.net Fax : 1--- Roy Jay	N	0
2	Alvin Community College 3110 Mustang Rd. Alvin, Texas 77511 Phone : 281-756-3767 Url : www.alvincollege.edu Email : BLewis@alvincollege.edu Fax : 1--- Bill Lewis	N	0
3	Asian American Chamber of Commerce 11171 Harry Hines Blvd., Suite 115 Dallas, Texas 75229 Phone : 972-241-8250 Email : Fax : 972-241-8270 Lisa Vongthackdy	N	0
4	AWRT-American Women in Radio & Television 770 S.Post Oak Lane Houston, Texas 77056 Phone : 713-552-1055 Url : www.awrthouston.org Email : Fax : Manual posting Lindsey Aiello	N	0
5	Bureau of Indian Affairs 4149 Hightower Blvd Ste 380 Oklahoma City, Oklahoma 73108 Phone : 405-605-6051 Email : Fax : 1-405-605-6057 Joy Martin	N	0

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6	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Email : Fax : Manual posting Joe Berry	N	0
7	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Email : Fax : 512-448-8549 Kathy Amber	N	0
8	Catholic Charities of Galveston-Houston 2900 Louisiana Houston, Texas 77006 Phone : 713-526-4611 Url : www.catholiccharities.org Email : msarardi@catholiccharities.org Fax : 1--- Miloud Serardi	N	0
9	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Phone : Url : www.clearcareers.com Email : Fax : Manual posting Career Services	N	69
10	Concordia University 3400 IH 35 North Austin, Texas 78705 Phone : 512-486-1199 Url : www.concordia.edu Email : Leslie.Brunson@concordia.edu Fax : 1--- Leslie Brunson	N	0

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11	Daily Sentinel Nacodoches, Texas 75963 Phone : Email : Fax : 936-560-4267 Kaye	N	0
12	Dallas Black Chamber of Commerce 2838 MLK Jr. Blvd. Dallas, Texas 75215 Phone : 214-421-5200 Email : Fax : 214-421-5510 Reginal Gates	N	0
13	Disabled American Veterans 6900 Alameda Road Rm 1033 Houston, Texas 77030 Phone : unknown Email : Fax : Manual posting Frank Torres	N	0
14	Promotion/Internal Transfer	N	3
15	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Email : Fax : 817-625-1405 Rosa Navejar	N	0
16	Goodwill Industries of Houston 5200 Jensen Dr. Houston, Texas 77026-2515 Phone : unknown Email : n_briggs@goodwillhouston.org Fax : 1--- Norma Briggs	N	0

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17	Houston Advertising Federation (HAF) 7155 Old Katy Road Suite #100 Houston, Texas 77024 Phone : 713-237-9999 Url : www.haf.org Email : Fax : Manual posting Career Services	N	0
18	Houston Hispanic Chamber of Commerce 1801 Main Street Suite 1075 Houston, Texas 77002 Phone : 713-644-7070 Email : Fax : 1-713-644-7377 Jorge Mancilla	N	0
19	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Email : Fax : 210-829-6094 EEO Officer	N	0
20	Internal Posting 2000 W. Loop South Suite #300 Houston, Texas 77027 Phone : Email : Fax : Manual posting Career Services	N	1
21	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Email : Fax : 903-769-1282 Comelita Williams	N	0
22	Job Corps Center 11155 Gateway West El Paso, Texas 79935 Phone : 915-594-0022 Email : Fax : 915-591-0166 Paco Sanchez	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Julia C. Hester House, Inc. 2020 Solo Street Houston, Texas 77020 Phone : 713-672-2573 Email : Fax : 713-672-4129 Martha Bravo	N	0
24	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Email : Fax : 409-880-8881 Quincy Martin	N	0
25	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Email : Fax : (214) 670-8501 Keith Hampden	N	0
26	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Fax : 1--- Scott Russell	N	0
27	NAACP 2002 Wheeler Ave. Houston, Texas 77004 Phone : 713-526-3389 Url : www.naacphouston.org Email : Fax : 1-713-630-2699 Career Services	N	0

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28	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : www.najb.org Email : Fax : 1-301-314-1714 Ryan Williams	N	0
29	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Fax : 1--- Alex Nogales	N	0
30	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Phone : Email : info@nlgja.org Fax : 1-202-588-1818 Career Services	N	0
31	National Organization for Women 5987 Van Antwerp Drive Syracuse, New York 13039 Phone : 315 478-4636 Url : www.now.org Email : yost@msn.com Fax : 1--- Barbara Kirkpatrick	N	0
32	Native American Journalist Association 3359 36th Avenue South Minneapolis, Texas 55406 Phone : 612-729-9244 Url : www.naja.com Email : Fax : 612-729-9373 Referral Director	N	0

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33	Native American Public Telecommunications Frank Blythe PO Box 23111 Lincoln, Nebraska Phone : Url : http://www.nativetelecom.org/ Email : native@unl.edu Fax : 1--- Frank Blythe	N	0
34	On Air Recruitment Ad (one or more SEU stations)	N	7
35	Exigent Circumstances	N	1
36	OnAirJobs.Com, Inc. P.O. Box 541157 Houston, Texas 77254 Phone : NA Url : www.onairjobs.com/employers/ Email : todd@onairjobs.com Fax : (801) 697-6657 Todd Nelson	N	0
37	Re-hire	N	1
38	Sam Houston State University 919 Bearkat Blvd. Box 2238 Huntsville, Texas 77341 Phone : 936-294-1713 Url : www.myinterfase.com/shsu/employer Email : careerservices@shsu.edu Fax : 1--- Career Services	N	0
39	San Jacinto College Texas Phone : 281-476-1805 Url : www.myinterfase.com/sjcd/employer Email : barbara.bible@sjcd.edu Fax : 1--- Barbara Bible	N	0
40	Walk-In/Self Referral	N	11

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41	South Plains College 1401 College Ave. Levelland, Texas 79339 Phone : 806-894-9611 Email : adixon@southplainscollege.edu Fax : 1--- Amber Dixon	N	0
42	St. Mary's University of San Antonio One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Email : Fax : 210-431-2231 Roger Young	N	0
43	Texarkana College/Placement Director 2500 N Robison Road Texarkana, Texas 75599 Phone : 903-838-4541 Email : Fax : 903-832-5030 Georgia McFall	N	0
44	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Email : Fax : 903-792-2976 James Ashford	N	0
45	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Email : Fax : 903-886-5010 Keith McFarland	N	0
46	Texas Association of Broadcasters 502 E 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : craig@tab.org Fax : 1-512-322-0522 Craig Bean	N	2

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47	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Email : Fax : 1-903-592-2342 Gloria Hackney	N	0
48	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Email : Fax : 512-245-3993 Lisa Vallejo	N	0
49	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Email : Fax : 806-742-2474 David Kraus	N	0
50	Texas Workforce Commission 8373 Westheimer Houston, Texas 77063 Phone : 713-243-8036 Url : www.workintexas.com Email : Fax : Manual posting Stacy Castille	Y	0
51	The Freeform Radio Initiative, Inc. Post Office Box 530369 Miami, Florida 33153-0369 Phone : 305 982 7233 Email : announcements@thefreeformradioinitiative.org Fax : 1--- Scott McWilliams	N	0
52	The Hispanic Chamber of Commerce 823 Congress Ave., Ste. 1330 Austin, Texas 78701 Phone : 512-476-7502 Email : Fax : 512-476-6417 Claudia Olivares	N	0

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53	The Ohio Center for Broadcasting 900 Sweet Valley Drive Valley View, Texas 44125 Phone : 216-447-9117 Email : Fax : 216-642-9232 Gary James	N	0
54	University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Email : Fax : 479-575-2550 Placement Director	N	0
55	University of Houston University Career Services 106 Student Svc Ctr 1 Houston, Texas 77024 Phone : 713-743-5100 Url : www.career.uh.edu Email : Fax : 1-713-743-5111 Career Advisor	N	0
56	University of Texas-El Paso 500 W. University, W. Union Bldg, #103 El Paso, Texas 79902 Phone : 915-747-5640 Email : Fax : 915-747-5730 Briane Carter	N	0
57	Unknown Referral Source (source not identified by interviewee upon request)	N	5
58	Urban League of Austin 1825 E. 38 1/2 Street Austin, Texas 78722 Phone : 512-478-7176 Email : Fax : 512-478-1239 Herman Lessard	N	0

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59	Veterans of Foreign Wars 6101 Mount Houston Rd Houston, Texas 77050-5509 Phone : na Email : Fax : Manual posting Career Center	N	0
60	Word of Mouth Referral	N	7
61	YWCA Houston 3220 Broadway Street Houston, Texas 77017 Phone : unknown Email : hweliver@ywcahouston.org Fax : 1--- Howard Weliver	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			106

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	5/1/2012	Participation in other activities designed by the station employment unit	Our SEU provides notice of each vacancy for a professional position to industry organizations whose membership includes substantial numbers of women and minorities, including the AWRT-American Women in Radio and Television, National Association of Black Journalists, and Native American Journalists Association.	2	Accounting Manager Accounting Manager
2	5/15/2012	Establishment of an intern program designed to assist members of the community	From May 2012 until August 2012, our SEU hosted an intern from the Art Institute of Houston in the Digital Department. This student learned about and experienced careers in broadcasting by promoting social media sites under the supervision of our Digital Programming Director. Our SEU also hosted interns from Dallas Baptist University (1), Sam Houston State University (3), Stephen F. Austin University (1), and University of Houston (3) in our Programming Department. These students learned about and experienced careers in broadcasting by shadowing the daily activities of an on-air morning show, under the supervision of our Morning Show Producers.	4	KBME Producer Digital PD KKRW Producer KTBZ Producer

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	8/15/2012	Establishment of an intern program designed to assist members of the community	From August 2012 until December 2012, our SEU hosted an intern from Houston Baptist University in our Programming Department. This student learned about and experienced careers in broadcasting by shadowing the daily activities of an on-air morning show, under the supervision of our Morning Show Producer. Our SEU also hosted interns from Texas Southern University (1), and University of Phoenix (1) in our Digital Department. These students learned about and experienced careers in broadcasting by promoting social media sites, under the supervision of our Digital Programming Director.	4	KBME Producer Digital PD KKRW Producer KTBZ Producer
4	8/28/2012	Hosting of Job Fair	From August 20, 2012 through August 28, 2012, four stations in our SEU hosted an on-air job fair. On-air personalities on these stations personally invited listeners to submit their resumes for account executive positions providing their personal e-mail address to encourage interested individuals to apply.	4	Director of Sales