

KBME, KODA, KPRC, KQBT, KTBZ-FM, KTRH
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

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
Sales Support	1-7, 9-11, 13-14, 17, 20-24, 26-31	7
National Sales Assistant	1-7, 9-14, 17, 19-24, 26-31	7
Reporter/Producer/Editor	1-7, 9-15, 17-24, 26-31	7
Finance Specialist	1-6, 9-14, 17, 20-24, 26-31	17
Key Account Coordinator	1-6, 9-14, 17, 16, 20-24, 26-31	16
Production Designer / On-Air Talent	8	8
Reporter/Producer/Editor	1-7, 9-14, 17, 19-31	7
Digital Content Coordinator	1-7, 9-15, 17, 20-24, 26-28, 30-31	7
On Air Host	8	8
On Air Host	8	8
Producer	8	8

KBME, KODA, KPRC, KQBT, KTBZ-FM, KTRH**EEO PUBLIC FILE REPORT**

April 1, 2018 - March 31, 2019

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 Roy Jay	N	0
2	African Chamber of Commerce 6112 Wheatley Street Houston, Texas 77091 Phone : 713-692-7003 Email : info@acreshomecenter.org Anthony Stewart	N	0
3	All Access 28955 Pacific Coast Highway Suite #210-5 Malibu, California 90265 Phone : 310-457-6616 Url : www.allaccess.com Career Services Manual Posting	N	0
4	Alvin Community College 3110 Mustang Rd. Alvin, Texas 77511 Phone : 281-756-3767 Url : www.alvincollege.edu Email : BLewis@alvincollege.edu Bill Lewis	N	0
5	AWRT-American Women in Radio & Television 770 S.Post Oak Lane Houston, Texas 77056 Phone : 713-552-1055 Url : www.awrthouston.org Lindsey Aiello Manual Posting	N	0
6	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Joe Berry Manual Posting	N	0
7	Employee Referral	N	6
8	Exigent Circumstances	N	4

KBME, KODA, KPRC, KQBT, KTBZ-FM, KTRH**EEO PUBLIC FILE REPORT**

April 1, 2018 - March 31, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Goodwill Industries of Houston 1140 West Loop North Houston, Texas 77055 Phone : unknown Email : m_holder@goodwillhouston.org Megan Holder	N	0
10	Hispanic Chamber of Commerce 2900 Woodridge Suite 312 Houston, Texas 77087 Phone : 713-644-7070 Fax : 1-713-644-7377 Career Services	N	0
11	Houston Advertising Federation (HAF) 7155 Old Katy Road Suite #100 Houston, Texas 77024 Phone : 713-237-9999 Url : www.haf.org Career Services Manual Posting	N	0
12	Houston Association of Black Journalists P.O. Box 565 Houston, Texas 77001-0565 Phone : 281-920-2284 Email : houstonabj@hotmail.com Nicole Jones	N	1
13	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
14	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	3
15	Indeed.com	N	5
16	Internal Posting	N	1

KBME, KODA, KPRC, KQBT, KTBZ-FM, KTRH**EEO PUBLIC FILE REPORT**

April 1, 2018 - March 31, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Internal Posting 2000 W. Loop South Suite #300 Houston, Texas 77027 Career Services Manual Posting	N	4
18	Job posting on internet	N	1
19	Linked In	N	6
20	NAACP 2002 Wheeler Ave. Houston, Texas 77004 Phone : 713-526-3389 Url : www.naacphouston.org Fax : 1-713-630-2699 Career Services	N	0
21	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0
22	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : info@nljja.org Fax : 1-202-588-1818 Career Services	N	0
23	On-Air Announcements (one or more SEU stations) Houston, Texas Url : www.clearcareers.com Career Services Manual Posting	N	0
24	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 Career Services	N	0
25	Station Website	N	1

KBME, KODA, KPRC, KQBT, KTBZ-FM, KTRH**EEO PUBLIC FILE REPORT**

April 1, 2018 - March 31, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Texas Association of Broadcasters 502 E 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : jobs@tab.org Fax : 1-512-322-0522 Anna Romero	N	3
27	Texas Veterans Commission 8373 Westheimer Houston, Texas 77063 Phone : 713-953-9211 Url : www.tvc.state.tx.us Email : aleshia.jamison@tvc.texas.gov Fax : 1-713-978-7049 Aleshia Jamison	N	0
28	Texas Workforce Commission 8373 Westheimer Houston, Texas 77063 Phone : 713-243-8036 Url : www.workintexas.com Fax : 1-713-978-7049 Stacy Castille Manual Posting	Y	0
29	University of Houston University Career Services 106 Student Svc Ctr 1 Houston, Texas 77024 Phone : 713-743-5100 Url : www.career.uh.edu Fax : 1-713-743-5111 Career Advisor	N	0
30	Veterans of Foreign Wars 6101 Mount Houston Rd Houston, Texas 77050-5509 Phone : na Career Center Manual Posting	N	0

KBME, KODA, KPRC, KQBT, KTBZ-FM, KTRH
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

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
31	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			35

KBME, KODA, KPRC, KQBT, KTBZ-FM, KTRH**EEO PUBLIC FILE REPORT****April 1, 2018 - March 31, 2019****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	5/31/2018	Provision of assistance to unaffiliated non-profit entities and the maintenance of websites	Our SEU stations participated in the Level Up Workshop on May 31, 2018 hosted by AD2. AD2 is a n advertising organization for communications professionals. Speaker Michelle Ngome shared the best practices to improve your LinkedIn profile to attract potential recruiters or to source prospective clients and tap into the knowledge of your network. Free head shots were provided to persons attending the event to upload to their LinkedIn account.	2	VP of Business Development Administrative Assistant
2	11/2/2018	Participation in events sponsored by community groups	Our SEU is part of a host committee for the AAF-Houston Student Conference and Competition. We hosted students at our facility for a one-day event. The students worked in teams to create a comprehensive marketing, advertising and public relations campaign. The students also met with our staff.	2	VP of Business Development - Automotive Department Executive Assistant
3	2/25/2019	Participation in other activities designed by the station employment unit	Our SEU hosted a student from Second Baptist School to meet with our Automotive, Digital, Finance, Sales, Promotions, Programming and Production departments. The student was introduced to various levels of the broadcasting industry.	4	Region President VP of Sales VP of Programming Marketing Director