

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	1-5, 7-9, 11-12, 14, 17-26	5
National Sales Assistant	1-5, 7-12, 14, 16-26	5
Reporter/Producer/Editor	1-5, 7-14, 16, 18-23, 25-26	5
Finance Specialist	1-4, 7-12, 14-15, 17-26	15
Key Account Coordinator	1-4, 7-12, 14-15, 17-26	15
Production Designer / On-Air Talent	6	6
Reporter/Producer/Editor	1-5, 7-8, 10-12, 16, 18-23, 25	5
Digital Content Coordinator	1-5, 7-14, 17-24, 26	5
On Air Host	6	6
On Air Host	6	6
Producer	6	6

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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 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	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
4	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
5	Employee Referral	N	6
6	Exigent Circumstances	N	4
7	Goodwill Industries of Houston 1140 West Loop North Houston, Texas 77055 Phone : unknown Email : m_holder@goodwillhouston.org Megan Holder	N	0
8	Hispanic Chamber of Commerce 2900 Woodridge Suite 312 Houston, Texas 77087 Phone : 713-644-7070 Fax : 1-713-644-7377 Career Services	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
9	Houston Advertising Federation (AAF) 7155 Old Katy Road Suite 100 Houston, Texas 77024 Phone : 713-237-9999 Url : www.aaf-houston.net Career Services Manual Posting	N	0
10	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
11	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
12	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	5
13	Indeed.com - Not Directly Contacted by SEU	N	5
14	Internal Posting 2000 W. Loop South Suite #300 Houston, Texas 77027 Career Services Manual Posting	N	3
15	Internal Transfer/Promotion	N	2
16	LinkedIn - Not Directly Contacted by SEU	N	6
17	Media Alliance of Houston P.O. Box 980908 Houston, Texas 77098 Url : www.mediaalliancehouston.org Ashlee Rohm Manual Posting	N	0

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18	NAACP 2002 Wheeler Ave. Houston, Texas 77004 Phone : 713-526-3389 Url : www.naacphouston.org Fax : 1-713-630-2699 Career Services	N	0
19	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0
20	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : info@nljga.org Fax : 1-202-588-1818 Career Services	N	0
21	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
22	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
23	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	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
25	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
26	Veterans of Foreign Wars 6101 Mount Houston Rd Houston, Texas 77050-5509 Phone : na Career Center Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			35

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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	5/28/2018	Participation in scholarship programs	Each year, our SEU partners with the Media Alliance of Houston for the Sandy Schenker Capell Scholarship program. The scholarship program was created to honor Sandy Schenker Capell, a former manager at our SEU who lost her battle with cancer. Each year, the scholarship is awarded to a Houston area High School senior interested in a career in media. Our SEU works closely with the Media Alliance of Houston to review applications and help select each year's winner. The 2018 Scholarship winner was announced in May 2018.	4	Senior Account Executive Regional VP of Programming Senior Account Executive Senior Account Executive
2	5/31/2018	Participation in events sponsored by community groups	Our SEU hosted and participated in the Level Up Workshop, an event organized by Ad2, an advertising organization for communication professionals. The event was focused on providing training and best practices to local college students and young professionals regarding improving their LinkedIn profiles to attract professional recruiters, source potential clients, and network; free head shots were provided to attendees to upload to their LinkedIn account. SEU participants were available to answer questions about the broadcast industry, and event attendees were provided a tour of the iHeart Media broadcasting facilities. Additionally, our SEU's Media Consultants attended the training.	2	VP of Business Development Administrative Assistant
3	7/23/2018	Participation in other activities designed by the station employment unit	From July 23, 2018 to July 25, 2018, our SEU hosted a student from George Ranch High School for an intensive 3-day job shadow. The student was able to meet and observe SEU staff in our Automotive, Digital, Sales, Promotions, Programming and Production departments including sitting in on department meetings, attending sales calls, and recapping the entire experience with our Region President.	4	Region President Regional VP of Sales Marketing Director Regional VP of Programming

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	11/2/2018	Participation in events sponsored by community groups	Our SEU hosted a student team at our facility as part of the AAF-Houston Student Conference and Competition. The students worked in teams to create a comprehensive marketing, advertising and public relations campaign. The students also met with SEU staff and were provided a tour of the iHeartMedia broadcasting facilities.	2	VP of Business Development - Automotive Department Executive Assistant
5	1/1/2019	Establishment of a mentoring program	During the reporting period, our SEU continued Media 1 Consultant, the mentoring and training program developed by the stations for four Media Consultants. The Media Consultants, under the supervision of our SEU's VP of Business Development, continued their learning needed to advance in their careers and become successful radio sales professionals through regular team meetings and on-on-one mentoring sessions with senior sales personnel.	1	VP of Business Development
6	2/25/2019	Participation in other activities designed by the station employment unit	From February 25, 2019 to February 27, 2019, our SEU hosted a student from Second Baptist School for an intensive 3-day job shadow. The student was able to meet with SEU staff in our Automotive, Digital, Finance, Sales, Promotions, Programming and Production departments, including sitting in on department meetings, attending sales calls, and recapping the entire experience with our Region President.	4	Region President VP of Sales VP of Programming Marketing Director