

KBME, KODA, KPRC, KQBT, KTBZ-FM, KTRH
EEO PUBLIC FILE REPORT
April 1, 2019 - March 31, 2020

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
Digital Project Manager	1-7, 10-14, 17, 22-25, 27-32	7
Sales Support	1-6, 9-14, 17, 22-25, 27-32	14
'94-5 The BUZZ' - Morning Co-Host - Houston Rock	3-4, 6, 10-14, 17, 16, 22-23, 25, 27-32	16
Outside Sales	1-5, 9-15, 17-18, 20-23, 25, 27-32	13
News Reporter	1-2, 4-5, 8-11, 13-15, 17, 20-23, 25, 27-30, 32	15
Outside Sales	1-2, 4-5, 7, 9-11, 13-14, 17, 19-23, 25-30, 32	7

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

April 1, 2019 - March 31, 2020

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	Acres Home Chamber for Business and Economic Development Inc. 6112 Wheatley Street Houston, Texas 77091 Phone : 713-692-7003 Email : info@acreshomecenter.org Anthony Stewart	N	0
2	African American Chamber of Commerce PO Box 5488 Portland, Oregon 97228 Phone : 503-244-5794 Email : blackchamber@usa.net Roy Jay	N	0
3	All Access 28955 Pacific Coast Highway Suite #210-5 Malibu, California 90265 Phone : 310-457-6616 Url : www.allaccess.com Email : jdenver@allaccess.com Career Services	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 Email : laiello@khou.com Lindsey Aiello	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	3

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

April 1, 2019 - March 31, 2020

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
8	Glassdoor-Not directly contacted by SEU	N	1
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 (AAF) 7155 Old Katy Road Suite 100 Houston, Texas 77024 Phone : 713-237-9999 Url : www.aaf-houston.net Email : adclub@aaf-houston.org Career Services	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	0
13	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	2
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	2
15	Indeed.com - Not Directly Contacted by SEU	N	4
16	Internal Posting	N	2

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

April 1, 2019 - March 31, 2020

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
17	Internal Posting 2000 W. Loop South Suite #300 Houston, Texas 77027 Career Services Manual Posting	N	4
18	Job Fair	N	1
19	LinkedIn - Not Directly Contacted by SEU	N	2
20	Media Alliance of Houston P.O. Box 980908 Houston, Texas 77098 Phone : 713-9777-3300 Url : https://www.mediaalliancehouston.org/job-bank Email : MAHJobBank@gmail.com Avery Domenech	N	0
21	NAACP 2002 Wheeler Ave. Houston, Texas 77004 Phone : 713-526-3389 Url : www.naacphouston.org Fax : 1-713-630-2699 Career Services	N	0
22	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0
23	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : info@nlgja.org Fax : 1-202-588-1818 Career Services	N	0
24	On-Air Announcements (one or more SEU stations) Houston, Texas Url : www.clearcareers.com Career Services Manual Posting	N	0

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

April 1, 2019 - March 31, 2020

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
25	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
26	San Jacinto College 8060 Spencer Highway Pasadena, Texas 77505 Phone : 281-476-1805 ext. 1239 Email : kirsten.hilson@sjcd.edu Kirsten Hilson	N	0
27	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	0
28	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
29	Texas Workforce Commission 8373 Westheimer Houston, Texas 77063 Phone : 713-243-8036 Url : www.workintexas.com Email : ana.jones@wrksolutions.com Ana Jones	Y	0
30	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

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

April 1, 2019 - March 31, 2020

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	Veterans of Foreign Wars 6101 Mount Houston Rd Houston, Texas 77050-5509 Phone : na Career Center Manual Posting	N	0
32	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			21

KBME, KODA, KPRC, KQBT, KTBZ-FM, KTRH

EEO PUBLIC FILE REPORT

April 1, 2019 - March 31, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	5/13/2019	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 2019 Scholarship winner was announced in May 2019.	4	Senior Vice President of Programming Director of Business Development Director of Business Development Director of Business Development
2	5/20/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted a student from Stephen F. Austin State University for a job shadow. Our SVP of Sales, RVP of Programming, Marketing Director, and Finance Director guided the student through our station facilities for a "behind-the-scenes" look at a typical day in broadcast operations. The student discussed internship and employment opportunities in broadcasting with SEU employees and received station information.	4	Regional VP of Sales Regional VP of Programming Marketing Director Finance Director
3	10/4/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted the Teaching & Learning Center class from the Woodlands, Texas. Our SEU's Region President, RVP of Programming, and SVP of Sales discussed broadcast operations with students. Our SEU's Digital Manager and RVP of Programming guided students through our station facilities for a "behind-the-scenes" tour. Students observed a typical day at the stations, discussed careers in radio, and participated in a brief Q & A session regarding careers in broadcasting. Students also learned about internship and employment opportunities and received station information.	6	President RVP of Programming Digital Manager SVP of Sales

KBME, KODA, KPRC, KQBT, KTBZ-FM, KTRH**EEO PUBLIC FILE REPORT****April 1, 2019 - March 31, 2020****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	11/1/2019	Participation in events or programs sponsored by educational institutions	Our SEU participated in the AAF-Houston Student Conference and Competition. Our SEU's VP of Automotive, VP of Business Development, and Executive Administrative Assistant hosted students and discussed careers in radio as part of the program. Students worked in teams to create a comprehensive marketing, advertising and public relations campaign. Students were also given a "behind-the scenes" look at broadcasting careers.	3	Vice President Automotive Department Vice President of Business Development Executive Administrative Assistant
5	2/14/2020	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Houston Independent School District, Hattie Mae Career Day in Houston, Texas. Our SEU's Region President, Program Directors, Digital Manager, and Production Director discussed careers in radio with interested attendees. Our SEU's participants also answered questions about careers in broadcasting and handed out station information.	4	Region President Program Director Program Director Digital Director
6	2/20/2020	Participation in events sponsored by community groups	Our Automotive Manager served as a speaker on Enhancing Executive Presence at Sharp Heels, Career Summit - Houston at The Sam Houston, on February 20, 2020. She addressed her career path in broadcasting, how to break into the broadcast industry and educational requirements for a career in broadcasting.	1	Vice President Automotive Department