

KBME, KODA, KPRC, KQBT, KTBZ-FM, KTRH
EEO PUBLIC FILE REPORT
April 1, 2017 - March 31, 2018

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 |
|--------------------------|--|-------------------------------|
| Morning Show Host | 1-6, 8-14, 17-25 | 13 |
| Digital Program Director | 1-6, 8-14, 16-25 | 11 |
| News Reporter | 1-6, 8-25 | 15 |
| Producer | 1-14, 17-25 | 7 |

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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 |
|------------------|---|--|---|
| 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 | 1 |

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|------------------|---|--|---|
| 8 | Goodwill Industries of Houston 1140 West Loop North Houston, Texas 77055 Phone : unknown Email : m_holder@goodwillhouston.org Megan Holder | N | 0 |
| 9 | Hispanic Chamber of Commerce 2900 Woodridge Suite 312 Houston, Texas 77087 Phone : 713-644-7070 Fax : 1-713-644-7377 Career Services | N | 0 |
| 10 | 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 |
| 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 | 1 |
| 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 | 1 |
| 13 | Internal Posting 2000 W. Loop South Suite #300 Houston, Texas 77027 Career Services Manual Posting | N | 5 |

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|-----------|--|---|--|
| 14 | ITT Technical Institute 2950 South Gessner Houston, Texas 77063 Phone : 281-316-4723 Email : lackerman@itt-tech.edu Leslie Ackerman | N | 0 |
| 15 | Linked In | N | 1 |
| 16 | NAACP 2002 Wheeler Ave. Houston, Texas 77004 Phone : 713-526-3389 Url : www.naacphouston.org Fax : 1-713-630-2699 Career Services | N | 0 |
| 17 | National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales | N | 0 |
| 18 | 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 |
| 19 | On-Air Announcements (one or more SEU stations) Houston, Texas Url : www.clearcareers.com Career Services Manual Posting | N | 0 |
| 20 | 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 |

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| 21 | 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 Job Listings | N | 0 |
| 22 | 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 |
| 23 | 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 |
| 24 | 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 |
| 25 | 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: | | | 9 |

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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 | 1/1/2018 | Establishment of a mentoring program | Our SEU stations participate in a Media Consultant mentoring program under the supervision of our VP of Business Development | 1 | VP of Business Development |
| 2 | 2/22/2018 | Participation in events sponsored by community groups | Our SEU participated in Corporate Cupid, a group from American Advertising Federation and Ad2 Houston. Topics of discussion were ways to sharpen each individuals interview skills. | 2 | VP of Business Development Administrative Assistant |