

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	1-4, 6-13, 15, 17-24	12
Digital Program Director	1-4, 6-11, 13, 15-24	9
News Reporter	1-4, 6-11, 13-24	14
Producer	1-7, 9-10, 13, 17-21, 23	5

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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	1
6	Goodwill Industries of Houston 1140 West Loop North Houston, Texas 77055 Phone : unknown Email : m_holder@goodwillhouston.org Megan Holder	N	0
7	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
8	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
9	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
10	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
11	Internal Posting 2000 W. Loop South Suite #300 Houston, Texas 77027 Career Services Manual Posting	N	4
12	Internal Transfer/Promotion	N	1
13	ITT Technical Institute 2950 South Gessner Houston, Texas 77063 Phone : 281-316-4723 Email : lackerman@itt-tech.edu Leslie Ackerman	N	0
14	LinkedIn - Not Directly Contacted by SEU	N	1
15	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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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@nljga.org Fax : 1-202-588-1818 Career Services	N	0
19	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
20	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
21	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
22	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
23	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
24	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	7/10/2017	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 2017 Scholarship winner was announced in July 2017.	4	Senior Account Executive Regional VP of Programming Senior Account Executive Senior Account Executive
2	1/1/2018	Establishment of a mentoring program	During the reporting period, our SEU conducted Media 1 Consultant, a mentoring and training program developed by the stations. The program teaches new college graduates and employees the skills they needed to advance in their careers and become successful radio sales professionals. The program, supervised by our SEU's VP of Business Development, consisted of regular meetings and on-on-one mentoring sessions with senior sales personnel for four Media Consultants.	1	VP of Business Development
3	2/22/2018	Participation in events sponsored by community groups	Our SEU was a sponsor of Corporate Cupid, an event organized by American Advertising Federation and Ad2 Houston for students from local colleges and young professionals looking for direction on how to sharpen their individual interview skills. SEU participants attended the event and conducted mock interviews and attendees were given a tour of the iHeartMedia broadcasting facilities.	2	VP of Business Development Administrative Assistant