

KBME, KODA, KPRC, KQBT, KTBZ-FM, KTRH
EEO PUBLIC FILE REPORT
April 1, 2015 - March 29, 2016

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
Program Director	1, 3-7, 9-11, 14-18, 21-23, 25-27, 29, 32, 31, 34-35, 37-45, 47, 49-51, 53, 55-63, 65, 67-72	15
KTBZ - Morning Show Producer	1, 3-8, 10-12, 14, 16, 18, 21-23, 25-27, 29, 32, 31, 34-35, 37-45, 47, 49-51, 53, 55-60, 62-63, 65-72	31
Sales Assistant	1, 3-4, 6-11, 14, 16-17, 19, 21-22, 24, 26-28, 32, 34-35, 37-45, 48-50, 52-53, 55-64, 66-68, 70-72	16
Morning Show Content Producer	1, 3-4, 6-7, 9-11, 14, 16-17, 19, 21-22, 24, 26-28, 32, 34-35, 37-45, 48-50, 52-64, 66-68, 70-72	16
Digital Program Director	1, 3-4, 6, 8, 14-16, 19, 21-22, 24, 26, 28, 30, 32, 31, 38-41, 43-44, 48-50, 52, 58, 62-64, 72	15
Regional Finance and Accounting Support	1, 3-6, 8-11, 14, 16-17, 19, 21-22, 24, 26-28, 30, 32, 34-45, 48-49, 52-53, 55-63, 66-72	30
Reporter/Producer/Editor	1-4, 6, 8, 13-14, 16, 20-22, 24, 26, 32, 31, 33, 38-41, 43-44, 46, 49, 58, 62-63, 69, 72	26

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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	Asian American Chamber of Commerce 11171 Harry Hines Blvd., Suite 115 Dallas, Texas 75229 Phone : 972-241-8250 Fax : 972-241-8270 Lisa Vongthackdy	N	0
6	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

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7	Bureau of Indian Affairs 4149 Hightower Blvd Ste 380 Oklahoma City, Oklahoma 73108 Phone : 405-605-6051 Fax : 1-405-605-6057 Joy Martin	N	0
8	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
9	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0
10	Concordia University 3400 IH 35 North Austin, Texas 78705 Phone : 512-486-1199 Url : www.concordia.edu Email : Leslie.Brunson@concordia.edu Leslie Brunson	N	0
11	Daily Sentinel Nacodoches, Texas 75963 Fax : 936-560-4267 Kaye	N	0
12	Dallas Black Chamber of Commerce 2838 MLK Jr. Blvd. Dallas, Texas 75215 Phone : 214-421-5200 Fax : 214-421-5510 Reginal Gates	N	0
13	Devry University 11125 Equity Dr. Houston, Texas 77041 Phone : 713-973-3000 Email : jeaden@devry.edu Jasmin Eaden	N	0

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14	Disabled American Veterans 6900 Alameda Road Rm 1033 Houston, Texas 77030 Phone : unknown Frank Torres Manual Posting	N	0
15	Employee Promotion	N	2
16	Employee Referral	N	22
17	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 817-625-1405 Rosa Navejar	N	0
18	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com OpenHire Source Manual Posting	N	0
19	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Online Source Manual Posting	N	0
20	Goodwill Industries of Houston 1140 West Loop North Houston, Texas 77055 Phone : unknown Email : m_holder@goodwillhouston.org Megan Holder	N	0
21	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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22	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
23	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
24	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
25	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	0
26	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	20
27	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	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
28	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source Manual Posting	N	1
29	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com OpenHire Source Manual Posting	N	0
30	Indeed.com	N	17
31	Internal Posting	N	4
32	Internal Posting 2000 W. Loop South Suite #300 Houston, Texas 77027 Career Services Manual Posting	N	0
33	ITT Technical Institute 2950 South Gessner Houston, Texas 77063 Phone : 281-316-4723 Email : lackerman@itt-tech.edu Leslie Ackerman	N	0
34	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	N	0
35	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
36	Linked In	N	1

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37	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
38	NAACP 2002 Wheeler Ave. Houston, Texas 77004 Phone : 713-526-3389 Url : www.naacphouston.org Fax : 1-713-630-2699 Career Services	N	0
39	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : www.najb.org Fax : 1-301-314-1714 Ryan Williams	N	0
40	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0
41	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
42	Native American Journalist Association 3359 36th Avenue South Minneapolis, Texas 55406 Phone : 612-729-9244 Url : www.naja.com Fax : 612-729-9373 Referral Director	N	0

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43	Native American Public Telecommunications Frank Blythe PO Box 23111 Lincoln, Nebraska Url : http://www.nativetelecom.org/ Email : native@unl.edu Frank Blythe	N	0
44	On-Air Announcements (one or more SEU stations) Houston, Texas Url : www.clearcareers.com Career Services Manual Posting	N	0
45	OnAirJobs.Com, Inc. P.O. Box 541157 Houston, Texas 77254 Phone : NA Url : www.onairjobs.com/employers/ Email : todd@onairjobs.com Fax : (801) 697-6657 Todd Nelson	N	0
46	Other Source	N	1
47	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net OpenHire Source Manual Posting	N	0
48	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Online Source Manual Posting	N	0
49	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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50	San Jacinto College Texas Phone : 281-476-1805 Url : www.myinterfase.com/sjcd/employer Email : barbara.bible@sjcd.edu Barbara Bible	N	0
51	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com OpenHire Source Manual Posting	N	0
52	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com Online Source Manual Posting	N	0
53	St. Mary's University of San Antonio One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Fax : 210-431-2231 Roger Young	N	0
54	Station Website	N	2
55	Texarkana College/Placement Director 2500 N Robison Road Texarkana, Texas 75599 Phone : 903-838-4541 Fax : 903-832-5030 Georgia McFall	N	0
56	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford	N	0

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57	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
58	Texas Association of Broadcasters 502 E 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : craig@tab.org Fax : 1-512-322-0522 Craig Bean	N	0
59	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
60	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
61	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
62	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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63	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
64	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams Prong 2 Ended Date: 6/24/2015	N	0
65	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams	Y	0
66	The Hispanic Chamber of Commerce 823 Congress Ave., Ste. 1330 Austin, Texas 78701 Phone : 512-476-7502 Fax : 512-476-6417 Claudia Olivares	N	0
67	The Ohio Center for Broadcasting 900 Sweet Valley Drive Valley View, Texas 44125 Phone : 216-447-9117 Fax : 216-642-9232 Gary James	N	0
68	University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Fax : 479-575-2550 Placement Director	N	0

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69	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
70	University of Texas-El Paso 500 W. University, W. Union Bldg, #103 El Paso, Texas 79902 Phone : 915-747-5640 Fax : 915-747-5730 Briane Carter	N	0
71	Urban League of Austin 1825 E. 38 1/2 Street Austin, Texas 78722 Phone : 512-478-7176 Fax : 512-478-1239 Herman Lessard	N	0
72	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:			70

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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	4/1/2015	Participation in events or programs sponsored by educational institutions	Presentation/lecture was given on radio and broadcasting for Communications Week at Prairie View A&M University. Students learned about careers in broadcasting by discussing daily activities of an on-air personality's show, which also includes the promoting of social media.	1	Music Director/On-Air Personality
2	11/6/2015	Participation in events or programs sponsored by educational institutions	Part of host committee for the AAF-Houston Student Conference and Competition. Students are hosted at our facility for a one day event. Students are asked to work in teams to create a comprehensive marketing, advertising and public relations campaign. Other activities include opportunities to meet and speak with industry professionals through preparatory workshops, presentations, resume portfolio reviews, roundtable discussions and networking opportunities.	2	Automotive Director Executive Assistant
3	2/8/2016	Establishment of a mentoring program	Currently assisting employees with programming on-air check sessions to prepare individuals for on-air positions that become available in the company and outside the market. These individuals learned about and experienced careers in broadcasting by shadowing daily activities of an on-air personality.	1	Music Director/On-Air Personality