

KAJA, KQXT-FM, KRPT, KTKR, KXXM, KZEP-FM, WOAI
EEO PUBLIC FILE REPORT
April 1, 2019 - March 27, 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
Director of Automotive Partnerships	1-2, 7-11, 13-16, 18-34	10
Account Executive	1-2, 4, 7-11, 13-16, 18-28, 30-34	4
Account Executive	1-2, 4, 7-11, 13-16, 18-28, 30-34	10
Regional Sr VP of Programming	5	5
Promotions Director KJ97	1, 4, 7-11, 13-16, 18-28, 30, 32-34	4
Senior Integrated Media Specialist	2, 6-24, 27-28, 30-34	12
Senior Integrated Media Specialist	2, 6-24, 27-28, 30-34	12
Digital Sales Strategist	1-2, 4, 7-11, 13-16, 18-28, 30-34	4
Board Operator	1-3, 8, 13, 18-20, 22, 24, 26-27, 30-33	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	American Broadcasting School 712 North Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	N	0
2	AMFMJobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.amfmjobs.com Mark Holloway Manual Posting	N	0
3	Current Employee/Internal Promotion	N	1
4	Employee Referral	N	3
5	Exigent Circumstances	N	1
6	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Online Source Manual Posting	N	1
7	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
8	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

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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	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
10	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source Manual Posting	N	4
11	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
12	Linked In	N	2
13	Mexican American Unity Council 2300 West Commerce Suite 200 San Antonio, Texas 78207 Phone : 210-978-0500 Email : dhernandez@mauc.org Career Services	N	0
14	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
15	NAACP – Washington Bureau 1156 – 15th St., NW #915 Washington, District of Columbia Phone : 202- 463-2940 Url : www.naACP.org Email : hoshelton@naACPnet.org Fax : 1-202-463-2953 MR. Hilary Shelton	Y	0

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16	National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Fax : 410-486-9255 Kweisi Mfume	N	0
17	Non-Employee Referral	N	1
18	Our Lady of the Lake University 411 S.W. 24th Street San Antonio, Texas 78207 Phone : 210-434-6711 Email : webmaster@ollusa.edu Career Services	N	0
19	Radio Online 3500 Tripp Avenue Amarillo, Texas 79121 Url : www.radio-online.com Lisa Chase Manual Posting	N	0
20	Schreiner University 2100 Memorial Blvs. Kerville, Texas 78028 Phone : 830-792-7281 Cristina Martinez Manual Posting	N	0
21	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
22	Station Websites 6222 IH-10 San Antonio, Texas 78201 Phone : 210-785-2167 Url : www.kj97.com; woai.com; ticket760.com; mix961.com; Q1019.com; kzep.com; SAisWild.com Linda Lynn Manual Posting	N	0

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23	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
24	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : jobs@tab.org Anna Romero	N	0
25	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
26	Texas Lutheran University 1000 West Court Street Seguin, Texas 78155 Phone : 830-372-8000 Email : careers@tlu.edu Career Services	N	0
27	Texas State University 601 University Drive San Marcos, Texas 78666 Phone : 512-245-2645 Josie Garrott Manual Posting	N	0
28	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
29	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

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30	Trinity University 1 Trinity Place #78 San Antonio, Texas 78212 Phone : 210 George Sylvie Manual Posting	N	0
31	TVandRadioJobs.com online only online only, Texas z madden Manual Posting	N	0
32	University of Texas at San Antonio (UTSA) 6900 W. Loop 1604 San Antonio, Texas 78249 Phone : 210-458-4589 Career Services Manual Posting	N	0
33	University of the Incarnate Word 4301 Broadway San Antonio, Texas 78209 Clarissa Tejeda Manual Posting	N	0
34	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:			14

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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	4/26/2019	Participation in events or programs sponsored by educational institutions	On April 26th, 2018 our SEU held a MEDIA DAY at our facility that was organized by us and the Director of Career Services and Graduate Development at Huston Tillotson University. Steven Hatchett brought 4 of his students to our facility to talk with someone in each of our departments to get a well-rounded understanding of our industry. Station participants included our Region President, Recruitment Coordinator, Program Director, Assistant Program Director, Vice President of Sales, Account Executive, Director of Marketing and Promotions and Digital Program Director.	8	Region President Recruitment Coordinator Program Director VP of Sales
2	9/4/2019	Participation in events or programs sponsored by educational institutions	On September 4, 2019 our SEU facilitated a Career Trek visit that was organized by us and the Assistant AD of Employer Relations & Development of the University of Chicago brought 9 of their students that are interested in Digital Media to our facility to talk with our staff to get a well-rounded understanding of our industry as it relates to Digital Media. Station participants included our Region Director of Digital Sales, two Promotions Directors, Digital Program Director and Recruitment Coordinator/Support Staff Supervisor.	5	Region Recruitment Coordinator/Support Staff Supervisor Region Director of Digital Sales Promotinos Director Digital Program Director

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3	11/5/2019	Participation in events or programs sponsored by educational institutions	On November 5, 2019 our SEU with our Region partner SEU Austin participated in CORE4 STEM Latina Day. CORE4 STEM Program is a three-day celebration of education and career opportunities in “STEM” –science, technology, engineering, and mathematics. CORE4’s mission is to stimulate students’ interest in the sciences and lead them to discoveries about their own potential in these areas and provides immersion in the excitement, surprise, and fun inherent in the sciences. The CORE4 Expo brings students, parents, and educators together with high-profile STEM professionals, corporations, government agencies, universities, and colleges. Station participants included our Region President, Vice President of Sales and our Corporate Development Team.	2	Region President Vice President of Sales
4	11/11/2019	Participation in events or programs sponsored by educational institutions	On November 11, 2019 our SEU along with our Region Partner SEU Austin participated in a Marketing Class at The University of Texas at Austin taught by one of our client partners where she was asked to give constructive feedback of their class project. Stations participant included our Marketing Director.	1	Marketing Director
5	1/1/2020	Establishment of a mentoring program	Each quarter our SEU along with our Region Partner SEU Austin participate in an internal mentoring program called the AE Council. Station participants include RVP of Sales, VP of Sales, and several Account Executives.	7	Region Sr VP of Sales Region VP Digital Sales Sr VP Sales Account Executive