**Convergent Broadcasting II, LLC**

**EEO Public File Report**

615 N. Upper Broadway Ste 105

Corpus Christi, Texas 78401

361-814-3800

**Employment Units: KPUS FM KKPN FM KAJE FM**

**Period: April 1, 2015 – March 31, 2016**

**I – Full Time Job Vacancies/Interviewee Data**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Position** | **Date Filled** | **Total # of people interviewed** | **Sources which Referred Interviewee** | **Number of Interviewees per sources** | **Recruitment Sources (“RS)** | **RS Referring Hiree** |
| **1 On-Air Personality** | **11/2** | **4** | **#15 TAB**  **#12 Convergent** | **2**  **2** | **1,2,3,4,5,6,7,8,9,10,11,12,13,14,15** | **12** |
| **2 Account Executive** | **8/17** | **1** | **#13Employee Ref.** | **1** | **1,2,3,4,5,6,7,8,9,10,11,12,13,14,15** | **13** |
| **3 Account Executive** | **9/28** | **3** | **#11 Chamber**  **#12 Convergent** | **1**  **2** | **1,2,3,4,5,6,7,8,9,10,11,12,13,14,15** | **12** |
| **4 On-Air**  **Personality** | **1/25** | **1** | **#15 TAB**  **#12 Convergent** | **0**  **1** | **1,2,3,4,5,6,7,8,9,10,11,12,13,14,15** | **12** |
| **5 Account Executive** | **3/23** | **5** | **#6 Texas A&M**  **#13 Employee Ref.**  **#12 Convergent** | **1**  **1**  **3** | **1,2,3,4,5,6,7,8,9,10,11,12,13,14,15** | **13** |
| **6 On-Air**  **Personality** | **2/23** | **1** | **#13 Employee Ref.**  **#15 TAB** | **1**  **0** | **1,2,3,4,5,6,7,8,9,10,11,12,13,14,15** | **13** |
| **7 Account**  **Executive** | **1/7** | **6** | **#6 Texas A&M**  **#12 Convergent** | **2**  **4** | **1,2,3,4,5,6,7,8,9,10,11,12,13,14,15** | **12** |
| **Total** |  | **21** |  | **21** |  |  |

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**II – MASTER RECRUITMENT SOURCE LIST**

| **RS #** | **Recruitment Source** | **Contact Person** | **Phone** | **# of Interviews**  **Referred by RS over**  **Reporting Period** |
| --- | --- | --- | --- | --- |
| **1** | **Coastal Bend College Alice**  **704 Coyote Trail**  **Alice, Texas 78332** | **Lindsey Hagen**  [**lhagen@coastalbend.edu**](mailto:lhagen@coastalbend.edu) | **1-866-891-2981** | **0** |
| **2** | **Coastal Bend College Beeville**  **3800 Charco Rd**  **Beeville, Texas 78102** | **Lindsey Hagen**  [**lhagen@coastalbend.edu**](mailto:lhagen@coastalbend.edu) | **1-866-722-2838** | **0** |
| **3** | **Coastal Bend College Kingsville**  **1814 S. Brahama Blvd**  **Kingsville, Texas 78363** | **Lindsey Hagen**  [**lhagen@coastalbend.edu**](mailto:lhagen@coastalbend.edu) | **1-866-262-1615** | **0** |
| **4** | **Del Mar College**  **3209 S. Staples**  **Corpus Christi, Texas 78415** | **Joe Hayen**  **jhayen@delmar.edu** | **361-698-1200** | **0** |
| **5** | **Texas A&M Kingsville**  **700 University Blvd**  **Kingsville, Texas 78363** | **Lori Ubranvsky**  **Lori.ubranvsky@tamuk.edu** | **361-593-2217** | **0** |
| **6** | **Texas A&M Islander**  **6300 Ocean Dr**  **Corpus Christi, Texas** | **Nancy Salinas**  **nancy.salinas@tamucc.edu**  **Career-service.tamucc.edu** | **361-825-2628** | **3** |
| **7** | **Southern Career Institute**  **2422 Airline**  **Corpus Christi, Texas 78414** | **Student Services**  **Amy Chevere**  **achevere@scitexas.edu** | **361-857-5700** | **0** |
| **8** | **YWCA**  **4604 Corona**  **Corpus Christi, Texas** | **Nancy Wesson Dodd**  **ywcacc@ywcacc.org** | **361-857-5661** | **0** |
| **9** | **N.A.A.C.P.**  **P.O. Box 2921**  **Corpus Christi, Texas 78403** | **Terry Mills** | **361-884-8541** | **0** |
| **10** | **Texas Workforce SOL of CB**  **5858 S.P.I.D.**  **Corpus Christi, Texas 78412** | **Shelby Simms**  **Shelby.simms@workforcesolutionscb.org** | **361-882-7491** | **0** |
| **11** | **Corpus Christi Chamber of Commerce**  **1501 Chaparral**  **Corpus Christi, Texas 78401** | **Lucy Reta**  **lreta@thecchamber.org** | **361-881-1800** | **0** |
| **12** | **Convergent Broadcasting**  **615 N. Upper Broadway Ste 105**  **Corpus Christi, Texas 78401** | **Kent Cooper**  [**kcooper@convergentcc.com**](mailto:kcooper@convergentcc.com)  **Allison Lascano**  **alascano@convergentcc.com** | **361-814-3800** | **12** |
| **13** | **Employee Referral** |  |  | **3** |
| **14** | **Walk In** |  |  |  |
| **15** | **Texas Association of Broadcasters** | **www.tab.org/job-bank** |  | **2** |
| **16** | **Public Service Announcements** | **Kent Cooper**  [**kcooper@convergentcc.com**](mailto:kcooper@convergentcc.com)  **Allison Lascano**  [**alascano@convergentcc.com**](mailto:alascano@convergentcc.com) | **361-814-3800** | **0** |
|  |  |  |  | **21** |

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**Statement of Supplemental EEO Outreach Activities:**

1. ***Participation in a Job Fair***

On 5/20/15 Convergent Broadcasting II, LLC Business Manager participated in the First Annual Career Day/Job Fair at Carroll High School. Spoke to students about summer internships. Students turned in resumes and learned a about what Convergent Broadcasting is all about.

On 6/2/15 Convergent Broadcasting II, LLC Business Manager participated in the 6th Annual Career Fest at Mary Grett Transition Center.

Resumes were accepted and information regarding our internship program was given.

1. ***Establishment of an internship programs, and other programs designed to assist members of the community to acquire skills needed for broadcast employment*.**

Convergent Broadcasting II, LLC offers internships managed by Dave Ross, Operations Manager, to local college and university students. He teaches interns the program side giving them hands on experience and skills that will help them work in radio.

1. ***Establishment of training programs and mentoring programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.***

Convergent Broadcasting II, LLC established training and mentoring programs for the staff. Both programs enable an employee to acquire skills that could qualify them for higher level positions within the organization. The program is individualized and the training and mentoring is designed to fit the needs and desires of the employee and is on-going.

1. ***Participation in other activities. (Menu option #16)***

Convergent Broadcasting II, LLC airs fifteen second public service announcements for community organizations to further the goal of disseminating information as to employment opportunities. These announcements air a minimum of once per day on all Convergent Broadcasting stations.

1. ***Provision of training to management level personnel as to methods of ensuring equal employment opportunities and preventing discrimination.***

On March 21, 2016, Convergent Broadcasting conducted a training session to management level personnel who have substantial responsibility in the making of hiring decisions. This session also included disseminating information regarding all vacancies, recruitment sources, internal record keeping, applications, interviewees and referral sources. This training session was attended by the General Manager, Business Manager and the Director of Operations and Programming.

**For Questions or concerns regarding EEO report, please contact: Allison Lascano/Business Manager**

**Convergent Broadcasting II, LLC**

**361-814-3800**