

**KBPA, KGSR, KLBJ, KLBJ-FM, KLZT-FM, KROX-FM****EEO PUBLIC FILE REPORT****April 1, 2024 - March 25, 2025****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive - Bilingual	1-6, 8-9, 11-12, 14-15, 18, 20, 23, 26, 28, 30-31, 34, 37-39	23
Account Executive - Bilingual	1-6, 8-9, 11-12, 14-15, 18, 20, 23, 26, 28, 30-31, 34, 37-39	20
Account Executive	1-2, 5-10, 13-17, 19-22, 24-27, 29-30, 32-39	7
Account Executive	1-2, 5-10, 13-17, 19-22, 24-27, 29-30, 32-39	19
Sales Assistant	2, 5-6, 8-10, 13-17, 20, 25, 27, 30, 32, 34-39	37

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	All Access P.O. Box 6587 Malibu, California 90264 Phone : 310-457-6616 Url : <a href="http://www.allaccess.com">http://www.allaccess.com</a> Email : <a href="mailto:jdenver@allaccess.com">jdenver@allaccess.com</a> Joel Denver  Prong 2 Ended Date: 5/13/2024	N	0
2	Alliance for Women in Media PO Box 2684 Austin, Texas 78768 Url : <a href="https://awmaustin.org/classifieds.php">https://awmaustin.org/classifieds.php</a> Ginny Schoggins Manual Posting	N	0
3	American Broadcasting School in Arlington & Garland 712 North Watson Road Arlington, Texas 76011 Phone : 817-695-2474 Email : <a href="mailto:michelle@radioschool.com">michelle@radioschool.com</a> Michelle McConnell	N	0
4	Art Institute of Houston 4140 Southwest Fwy Houston, Texas 77027 Phone : 713-353-4126 Url : <a href="https://artinstituteedge.com/postjob">https://artinstituteedge.com/postjob</a> Email : <a href="mailto:dklaas@aai.edu">dklaas@aai.edu</a> L Hunter	N	0
5	Austin Area Urban League 8011A Cameron Rd Buidling A Austin, Texas 78754 Phone : 512-478-7176 Email : <a href="mailto:charelesa_russell@aaul.org">charelesa_russell@aaul.org</a> Charelesa Russell	N	0
6	Austin Community College 7748 Hwy 290 West Austin, Texas 78736 Phone : 512-223-8069 Email : <a href="mailto:jpcain@austincc.edu">jpcain@austincc.edu</a> Joyce Pope-Cain	Y	0
7	Call In	N	1

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8	Capital City African American Chamber of Commerce 5407 N. IH 35 Austin, Texas 78723 Phone : 512-459-1181 Email : membership@austinbcc.org Kimberly Iglesias	N	0
9	Caritas of Austin 611 Neches Street PO Box 1947 Austin, Texas 78767 Phone : 512-479-4610 Email : akakarash@caritasofaustin.org Fax : 1-512-646-1254 Michael Kakarash	N	0
10	Concordia University Career Services 11400 Concordia University Dr. Austin, Texas 78726 Phone : 512-313-5041 Careers Department Manual Posting	N	0
11	Employee Referral	N	2
12	Former Employee	N	1
13	Glassdoor.com 300 Mission Street San Francisco, California 94105 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> Job Listings Manual Posting	N	0
14	Greater Austin Chamber of Commerce 210 Barton Springs Road Suite 400 Austin, Texas 78704 Phone : 512-322-5612 Email : sleal@austinchamber.com Simon Leal	N	0
15	Greater Austin Hispanic Chamber of Commerce Sunnyvale, CA 94085-3542 Suite 204 Austin, Texas 78731 Phone : 512-476-7502 Email : kramirez@gahcc.org Karlie Ramirez	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
16	Handshake 225 Bush St 12th floor San Francisco, California 94104 Job Listings Manual Posting	N	0
17	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Job Listings Manual Posting	N	0
18	Job posting on internet	N	2
19	Linked In	N	1
20	LinkedIn 1000 W Maude Ave Sunnyvale, California 94085 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Job Listings Manual Posting	N	3
21	Non-Employee Referral	N	3
22	Phone Inquiry	N	1
23	Radio Recruitment Ad	N	1
24	Self Referral	N	1
25	Simply Hired 525 Almanor Ave #100 Sunnyvale, California Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> Job Listings Manual Posting	N	0
26	Southwestern Univeristy 1001 E. University Ave Georgetown, Texas 78626 Email : <a href="mailto:lunad@southwestern.edu">lunad@southwestern.edu</a> Dana Luna	N	0
27	St. Edwards University 3001 S. Congress Ave Austin, Texas 78704 Jennifer Ansier Manual Posting	N	0

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28	Station On-Air Advertisement	N	1
29	Station Website	N	1
30	Texas Association of Broadcasters 502 E. 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Careers Board Manual Posting	N	0
31	Texas State University 601 Univeristy Drive San Marcos, Texas 78666 Email : careerservices@txstate.edu Careers Department	N	0
32	UT - University of Texas at Austin CMA 3.104 Austin, Texas 78712 Url : <a href="http://www.careerengagement.utexas.edu/employers/">http://www.careerengagement.utexas.edu/employers/</a> Careers Department Manual Posting	N	0
33	Waterloo Media Facebook Post 8309 N IH 35 Austin, Texas 78753 Phone : 512-832-4000 Dylan Childs Manual Posting	N	0
34	Waterloo Media Internal Candidates 8309 North IH 35 Austin, Texas 78753 Phone : 5128324000 Sara huerta Manual Posting	N	5
35	Waterloo Media Internal Promotion 8309 North IH 35 Austin, Texas 78753 Phone : 512-832-4000 Sara Huerta Manual Posting	N	0

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36	Waterloo Media Internship Program 8309 North IH 35 Austin, Texas 78753 Phone : 512-908-4945 Jennifer Flowers Manual Posting	N	0
37	Waterloo Media Website -Careers 8309 North IH 35 Austin, Texas 78753 Phone : 5128324000 Url : waterloomedia.com/jobs/ Sara Huerta Manual Posting	N	7
38	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
39	YWCA - Women's Referral Center 2015 S. IH 35 Suite 110 Austin, Texas 78740 Phone : 512-326-1222 Email : info@ywcaAustin.org Haley Campbell	Y	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>30</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	4/17/2024	Participation in events or programs sponsored by educational institutions	Waterloo Media attended Austin Community College for their All Majors Job Fair. While there our Executive Assistant and AP Coordinator discussed employment and internship opportunities for students interested in a broadcast career.	2	Executive Assistant AP Coordinator
2	1/1/2025	Establishment of an intern program designed to assist members of the community	Our SEU maintains an ongoing internship program for the benefit of college students. Undergraduate students enrolled in a credit program are given the opportunity to learn more about their major, gain hands-on experience, and network throughout the organization. Every effort is made to assign interns to a station department that matches their career aspirations or focus of study. Students are regularly monitored and evaluated by staff. A minimum of 20 percent is focused on job shadowing other departments to learn how the station runs as a unit. Internships were offered in Programming, Digital Media Content, Digital Media Sales, Human Resources and Event Marketing. During the Spring 2024, our SEU hosted a total of 2 students. 1 as Programming interns—KLBJ-FM - Univ. of Texas - 1 as Digital Content intern - Univ. of Texas	1	