

**KLBJ (AM), KLBJ-FM, KBPA (FM), KLZT (FM), KGSR (FM), KROX-FM
EEO PUBLIC FILE REPORT
April 1, 2018 – March 31, 2019**

I. VACANCY LIST

See Section II, Master Recruitment Source List (MRS�) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Morning Show Producer: KROX	1-11, 13, 15, 18, 24, 28	24
Marketing Director: KGSR	2-10, 12-13, 15, 19, 24, 26, 28, 29	24
Web Graphic Designer	1-10, 13, 19, 25-26, 28-29, 31-32	19
Business Office Assistant	2-13, 15, 19, 25-26, 28-29, 31, 33-34	33
Sales Promotion Coordinator	1-10, 13, 15, 20, 24-26, 28, 31	24
Bilingual Sales Assistant	1-10, 13, 19, 24, 29	24
Marketing Assistant	1-10, 13, 18-19, 28-29	18
Account Executive	1-11, 13, 18-19, 22, 24, 29, 32	24
Account Executive	1-11, 13, 18-19, 22, 24, 29, 32	24
Sports Marketing. Coordinator/Sales Sponsorship Asst.	2-11, 13, 15, 19, 30	11
Traffic Reporter	1-10, 13, 15, 19-20	24
Digital Ad Ops/Social Media Specialist	1-13, 18-20	3
Continuity Assistant	1-10, 13, 15, 19, 20, 24, 29	24
New Business Development Account Executive	1-10, 13, 15, 19-20, 22, 24, 26, 29	24
Marketing Assistant	1-10, 13, 15, 20	1

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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 12-month period
1	Emmis Austin Radio Internal Candidates 8309 North IH 35 Austin, TX 78753 Attn: Marla Jamali (512) 832-4068	N	18
2	Texas Association of Broadcasters 502 E. 11 th Street, Suite 200 Austin, TX 78701 Attn: Anna Romero (512) 322-9944 anna.romero@tab.com	Y	3
3	Emmis Communications Job Site www.emmis.com/careers	N	13
4	Caritas of Austin 611 Neches Street P.O. Box 1947 Austin, TX 78767 Attn: Amitiss Mahvah (512) 646-1254 amahvash@caritasofaustin.org	N	0
5	Austin Area Urban League 1033 La Posada Drive, Suite 150 Austin, TX 78752 Attn: Stephon Lightener Attn: Francis Green (512) 478-7176 ext. 230 stephon_lightener@aaul.org	N	0
6	Capital City African American Chamber of Commerce 5407 N. IH 35 Austin, TX 78723 Attn: Amanda Spain (512) 459-1181 admin@capcitychamber.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
7	Austin Community College 7748 Hwy 290 West Austin, TX 78736 Attn: Joyce Pope-Cain (512) 223-8069/(512)223-8111 jpcain@austincc.edu	N	3
8	The Art Institute of Houston 1900 Yorktown Houston, TX 77056 Attn: Zack Zwicky (713) 860-4314 zzwicky@aia.edu	N	0
9	American Broadcasting School in Arlington & Garland 712 North Watson Road Arlington, TX 76011 Attn: Michelle McConnell (817) 695-2474 michelle@radioschool.com	Y	0
10	Greater Austin Chamber Of Commerce 210 Barton Springs Road, Suite 400 Austin, TX 78704 Attn: Simon Leal (512) 322-5612 sleal@austinchamber.com	N	0
11	Employee Referral	N	8
12	Non-employee Referral	N	5
13	YWCA – Women’s Referral Center 2015 S. IH 35, Suite 110 Austin, TX 78740 Attn: Cindy Martinez (512) 326-1222 (512) 326-1395 (Fax) cindy@ywcaustin.org	Y	0
14	National Association for the Advancement of Colored People 1704 E. 12 th Street Austin, TX 78702 Attn: Career Placement (512) 476-6230 www.naacpaustin.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
15	Alliance for Women in Media PO Box 2684 Austin, TX 78768 Attn: Ginny Schoggins (512) 908-4939 gschoggins@emmisaustin.com	N	0
16	AIGA (American Institute of Graphic Arts) Austin Chapter – PMB 549 815-A Brazos Austin, Texas 78701 Attn: Stephanie Malone (512) 344-1555 web@aigaustin.org	N	0
17	Walk-In/Self-Referral Emmis Austin Radio 8309 North IH 35, Austin, TX 78753 (512) 832-4000	N	0
18	Emmis Austin Radio Internship Program 8309 North IH 35, Austin, TX 78753 Attn: Marla Jamali (Intern Coordinator) (512) 832-4068	N	4
19	LinkedIn www.linkedin.com	N	7
20	Indeed (via automated posting from Emmis careers website) www.Indeed.com	N	6
21	Simply Hired www.simplyhired.com	N	0
22	Unknown (source not adequately identified upon inquiry)	N	2
23	Greater Austin Hispanic Chamber of Commerce 2800 S. IH 35, Suite 260 Austin, TX 78704 Attn: Joshua Garza (512) 476-7502 lrodriquez@gahcc.org	N	0
24	Emmis Austin Radio Internal Transfer/Promotion 8309 N. IH 35 Austin, TX 78753 Attn: Marla Jamali (512) 832-4068	N	9

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
25	St. Edwards University 3001 S Congress Ave Austin, TX 78704 Attn: Andrew Harper dharp@stedwards.edu	N	0
26	Texas State University 601 University Drive San Marcos, TX 78666 Attn: Lois Hickman lois@txstate.edu	N	0
27	Southwestern University 1001 E University Ave Georgetown, TX 78626 Attn: Dana Luna lunad@southwestern.edu	N	0
28	Monster.com 5 Clock Tower Place Maynard, MA 01754 Attn: Pete Puccini (800) monster, Ext. 8988 Peter.puccini@monster.com www.monster.com	N	0
29	Glassdoor.com www.glassdoor.com	N	0
30	UT – College of Communication University of Texas at Austin CMA 3.104 Austin, TX 78712-1094 Attn: Christina Worley (512) 471-9421 moody.utexas.edu/ccs	N	1
31	Concordia University Career Services 11400 Concordia University Dr. Austin, TX 78726 (512) 313-5041 careerservices@concordia.edu	N	0
32	Zip Recruiter Ziprecruiter.com	N	1
33	Work In Texas workintexas.jobs/austin/texas/usa/jobs/	N	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
34	Auburn University 101 Lowder Business Building Auburn, AL 36849 (334) 844-3864 Jay Skipworth skipworth@auburn.edu	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			82

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	<p>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, EMG, Incite, Digital Content, Promotions, Sports Marketing, HR, and Production.</p> <p>During the reporting period 24 students interned.</p> <p>Summer 2018 semester – 10.</p> <p>Fall 2018 semester – 4.</p> <p>Spring-2019 semester – 10.</p>
2	Participate in event/program sponsored by or on behalf of an educational institution relating to broadcast careers	<p>On 4/06/2018, our SEU attended the Austin Community College Job Fair and Career Exploration Event in Austin, TX. Station participants included our HR Manager and EMT Marketing Assistant, who discussed employment and internship opportunities with students interested in broadcast careers.</p>
3	Participate in event/program sponsored by or on behalf of an educational institution relating to broadcast careers	<p>On 4/18/2018, our SEU attended a “Radio in the 21st Century” seminar at UT Austin, TX. Our Senior VP & Marketing Manager discussed, among other things, employment opportunities in broadcasting as well as the state of radio in general.</p>
4	Host event/program sponsored by or on behalf of an educational institution relating to broadcast careers	<p>On 4/24/18, our SEU led a group of students from Harmony High School on a tour of station facilities. Students visited with our KLBJ-AM News Director, an On-Air Personality, a Producer, Digital Content, and Sound Design. Students learned about educational requirements, how everyone got their start, what a typical day is like, our intern program, and how to cut a commercial. They also learned how promotional events impact our clients and stations.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5	Host event/program sponsored by or on behalf of an educational institution relating to broadcast careers	On 5/15/2018, our SEU led a group of journalism students from Killeen High School on a tour of station facilities. Students visited with a Program Director, an On-Air Personality, Digital Content, a Reporter, and our Sound Design team. Students observed journalism at work and how it is evolving. They also learned about voice work, scripted versus unscripted commercials, and our intern program.
6	Participate in event/program sponsored by or on behalf of an educational institution relating to broadcast careers	On 9/26/2018, our SEU participated in the UT Communication Job and Internship Fair in Austin, TX. Station participants included our HR Manager and Executive Assistant, who discussed employment and internship opportunities with students interested in broadcast careers.
7	Participate in event/program sponsored by or on behalf of an educational institution relating to broadcast careers	On 10/18/18, our SEU participated in the TX State Media, Communication, and Design Career Fair in San Marcos, TX. Station participants included our HR Manager, who discussed employment and internship opportunities with students interested in broadcast careers.
8	Participate in event/program sponsored by or on behalf of an educational institution relating to broadcast careers	On 10/24/2018, our SEU attended the St. Edward's University job fair in Austin, TX. Station participants included our HR Manager, who discussed employment and internship opportunities with students interested in broadcast careers.
9	Participate in event/program sponsored by or on behalf of a community organization relating to broadcast career	On 1/30/2019, our SEU attended the 2019 Youth Career Fest sponsored by the City of Austin in Austin, TX. Station participants included our HR Manager, who discussed internships with students interested in broadcast careers.
10	Host event/program sponsored by or on behalf of an educational institution relating to broadcast careers	On 2/20/19 – 2/21/2019, our SEU participated in an annual job shadow project entitled COOL Week, which stands for Career Opportunities On Location. Students from various high schools partnered with us to learn about broadcasting careers. They spent time in HR, Digital Content, the AM Newsroom, Sales, Sound Design, Programming, and Web Designers. They learned about broadcasting careers and our intern program.
11	Host event/program sponsored by or on behalf of an educational institution relating to broadcast careers	On 2/27/2019, our SEU led a group of students from Austin High School on a tour of station facilities. Students partnered with us to learn about broadcasting careers. They visited Digital Sales, Digital Content, On-Air, Sound Design, HR, IT, Engineering, and AM Reporters.