

KBPA, KGSR, KLBJ, KLBJ-FM, KLZT-FM, KROX-FM**EEO PUBLIC FILE REPORT****April 1, 2023 - March 31, 2024****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
Web Graphic Designer	1-6, 8, 11-12, 20, 22, 25, 28-30	8
Account Executive	1-7, 10-30	25
Account Executive	1-7, 10-30	16
Account Executive	1-7, 10-30	18
Account Executive	1-7, 10-30	28
Account Executive	1-7, 10-30	25
ESPN On-Air Personality	9	9
Marketing Director - Latino 93.3	1-7, 10-15, 19-30	28
Bilingual On-Air Personality KGSR (Latino 93.3)	1-7, 10-15, 19, 21-30	24
ESPN On-Air Personality	9	9
Bilingual Production Coordinator	1-6, 11-12, 22, 28-30	28

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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	All Access P.O. Box 6587 Malibu, California 90264 Phone : 310-457-6616 Url : http://www.allaccess.com Email : jdenver@allaccess.com Joel Denver	N	0
2	Alliance for Women in Media PO Box 2684 Austin, Texas 78768 Phone : 512-926-7740 Url : https://awmaustin.org/classifieds.php Email : kbourgeois@reaganusa.com Katie Bourgeois	N	0
3	Austin Area Urban League 8011A Cameron Rd Buidling A Austin, Texas 78754 Phone : 512-478-7176 Email : charelesa_russell@aaul.org Charelesa Russell	N	0
4	Austin Community College 7748 Hwy 290 West Austin, Texas 78736 Phone : 512-223-8069 Email : jpcain@austincc.edu Joyce Pope-Cain	Y	0
5	Capital City African American Chamber of Commerce 5407 N. IH 35 Austin, Texas 78723 Phone : 512-459-1181 Email : membership@austinbcc.org Renata Estes Brown	N	0
6	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Concordia University Career Services 11400 Concordia University Dr. Austin, Texas 78726 Phone : 512-313-5041 Careers Department Manual Posting	N	0
8	Employee Referral	N	1
9	Exigent Circumstances	N	2
10	Glassdoor.com 300 Mission Street San Francisco, California 94105 Url : http://www.glassdoor.com Job Listings Manual Posting	N	0
11	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
12	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
13	Handshake 225 Bush St 12th floor San Francisco, California 94104 Job Listings Manual Posting	N	0
14	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Url : http://www.indeed.com Job Listings Manual Posting	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
15	LinkedIn 1000 W Maude Ave Sunnyvale, California 94085 Url : http://www.linkedin.com Job Listings Manual Posting	N	0
16	Non-Employee Referral	N	2
17	Phone Inquiry	N	1
18	Self Referral	N	1
19	Simply Hired 525 Almanor Ave #100 Sunnyvale, California Url : http://www.simplyhired.com Job Listings Manual Posting	N	0
20	Southwestern Univeristy 1001 E. University Ave Georgetown, Texas 78626 Email : lunad@southwestern.edu Dana Luna	N	0
21	St. Edwards University 3001 S. Congress Ave Austin, Texas 78704 Jennifer Ansier Manual Posting	N	0
22	Texas Association of Broadcasters 502 E. 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Careers Board	Y	0
23	UT - University of Texas at Austin CMA 3.104 Austin, Texas 78712 Url : http://www.careerengagement.utexas.edu/employers/ Careers Department Manual Posting	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
24	Waterloo Media Facebook Post 8309 N IH 35 Austin, Texas 78753 Phone : 512-832-4000 Dylan Childs Manual Posting	N	1
25	Waterloo Media Internal Candidates 8309 North IH 35 Austin, Texas 78753 Phone : 5128324000 Sara huerta Manual Posting	N	5
26	Waterloo Media Internal Promotion 8309 North IH 35 Austin, Texas 78753 Phone : 512-832-4000 Sara Huerta Manual Posting	N	0
27	Waterloo Media Internship Program 8309 North IH 35 Austin, Texas 78753 Nikki Watkins Manual Posting	N	0
28	Waterloo Media Website -Careers 8309 North IH 35 Austin, Texas 78753 Phone : 5128324000 Url : waterloomedia.com/jobs/ Sara Huerta Manual Posting	N	9
29	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			22

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/19/2023	Establishment of an intern program designed to assist members of the community	<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, Digital Media Content, Digital Media Sales, Human Resources and Event Marketing.</p> <p>During the Summer 2023, our SEU hosted a total of 4 students. 3 as Programming intern—KROX (2) and KBPA - Univ. of New Mexico, Univ. of Texas, Texas State Univ., 1 as Digital Content & Sales intern - Texas Tech Univ.</p>	6	

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
2	9/11/2023	Establishment of an intern program designed to assist members of the community	<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, Digital Media Content, Digital Media Sales, Human Resources and Event Marketing.</p> <p>During the Fall 2023, our SEU hosted a total of 5 students. 4 as Programming interns—KLBJ-FM (4) - Univ. of Texas (1), Texas State Univ. (2), Austin Community College (1) - 1 as Digital Content & Sales intern - Univ. of Texas</p>	5	

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	1/28/2024	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	3	