

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
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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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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 Url : https://awmaustin.org/classifieds.php 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 : michelle@radioschool.com Michelle McConnell	N	0
4	Art Institute of Houston 4140 Southwest Fwy Houston, Texas 77027 Phone : 713-353-4126 Url : https://artinstituteedge.com/postjob Email : dklaas@aai.edu L Hunter	N	0
5	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
6	Austin Community College 7748 Hwy 290 West Austin, Texas 78736 Phone : 512-223-8069 Email : jpcain@austincc.edu Joyce Pope-Cain	Y	0
7	Call In	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
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 : http://www.glassdoor.com 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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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 : http://www.indeed.com 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 : http://www.linkedin.com 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 : http://www.simplyhired.com Job Listings Manual Posting	N	0
26	Southwestern Univeristy 1001 E. University Ave Georgetown, Texas 78626 Email : lunad@southwestern.edu 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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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 : http://www.careerengagement.utexas.edu/employers/ 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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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 : waterloomeia.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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			30

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
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.	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	