

# KBPA, KGSR, KLBJ, KLBJ-FM, KLZT-FM, KROX-FM

## EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

### 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	1-10, 12-31	17
Account Executive	1-10, 12-31	17
Account Executive	1-10, 12-31	26
National Promo and Prog Coord	1-8, 13-14, 19, 21-22, 25-26, 28, 30-31	26
Director of Marketing & Promotion	1-2, 4-8, 13-14, 19, 21-22, 25, 28, 30-31	25
Traffic Associate	1-2, 4-8, 10, 13-14, 19, 21-22, 25, 30-31	10
Production Coordinator - Bilingual	1-2, 4-8, 13-14, 19, 21-22, 28, 30-31	28
On-Air Personality KLZT - Bilingual	1-2, 4-8, 13-14, 19, 21-22, 28, 30-31	28
Accounts Payable Coordinator	1-2, 4-8, 13-14, 16, 19, 21-22, 28, 30-31	28
Digital Content Producer	1-2, 4-8, 13-14, 16, 19, 21, 26, 28, 30-31	26
Marketing Director - KLZT	1-2, 4-8, 13-14, 19, 21, 25, 28, 30-31	25
General Sales Manager - KLBJ-AM News Radio	1-2, 5-8, 13-14, 19, 21, 25, 28, 30-31	28
Account Executive - Capital Traffic	1-2, 5-8, 13-14, 19, 21, 28, 30-31	28
ESPN On-Air Personality	11	11
Sales Assistant	1-2, 5-9, 12-21, 23-25, 27-28, 30-31	28
Ad Operations	1-2, 5-9, 12-21, 23-28, 30-31	26

**KBPA, KGSR, KLBJ, KLBJ-FM, KLZT-FM, KROX-FM  
EEO PUBLIC FILE REPORT**

**April 1, 2022 - March 31, 2023**

**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 : <a href="http://www.allaccess.com">http://www.allaccess.com</a> Email : <a href="mailto:jdenver@allaccess.com">jdenver@allaccess.com</a> Joel Denver	N	0
2	Alliance for Women in Media PO Box 2684 Austin, Texas 78768 Phone : 512-926-7740 Url : <a href="https://awmaustin.org/classifieds.php">https://awmaustin.org/classifieds.php</a> Email : <a href="mailto:kbourgeois@reaganusa.com">kbourgeois@reaganusa.com</a> Katie Bourgeois	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

**KBPA, KGSR, KLBJ, KLBJ-FM, KLZT-FM, KROX-FM  
EEO PUBLIC FILE REPORT**

**April 1, 2022 - March 31, 2023**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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>
7	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
8	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
9	Concordia University Career Services 11400 Concordia University Dr. Austin, Texas 78726 Phone : 512-313-5041 Careers Department Manual Posting	N	0
10	Employee Referral	N	7
11	Exigent Circumstances	N	1
12	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
13	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
14	Greater Austin Hispanic Chamber of Commerce Sunnyvale, CA 94085-3542 Suite 204 Austin, Texas 78731 Phone : 512-476-7502 Email : kramirez@gahcc.org Karlle Ramirez	N	0

**KBPA, KGSR, KLBJ, KLBJ-FM, KLZT-FM, KROX-FM**

**EEO PUBLIC FILE REPORT**

April 1, 2022 - March 31, 2023

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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>
15	Handshake 225 Bush St 12th floor San Francisco, California 94104 Job Listings Manual Posting	N	0
16	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	26
17	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	10
18	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
19	Southwestern Univeristy 1001 E. University Ave Georgetown, Texas 78626 Email : <a href="mailto:lunad@southwestern.edu">lunad@southwestern.edu</a> Dana Luna	N	0
20	St. Edwards University 3001 S. Congress Ave Austin, Texas 78704 Jennifer Ansier Manual Posting	N	0
21	Texas Association of Broadcasters 502 E. 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Email : <a href="mailto:jobs@tab.org">jobs@tab.org</a> Careers Board	Y	1

**KBPA, KGSR, KLBJ, KLBJ-FM, KLZT-FM, KROX-FM  
EEO PUBLIC FILE REPORT**

**April 1, 2022 - March 31, 2023**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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>
22	Texas State University 601 Univeristy Drive San Marcos, Texas 78666 Email : careerservices@txstate.edu Careers Department	N	0
23	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
24	Waterloo Media Facebook Post 8309 N IH 35 Austin, Texas 78753 Phone : 512-832-4000 Dylan Childs Manual Posting	N	0
25	Waterloo Media Internal Candidates 8309 North IH 35 Austin, Texas 78753 Phone : 5128324000 Nikki Watkins Manual Posting	N	13
26	Waterloo Media Internal Promotion 8309 North Interstate Highway 35 Austin, Texas 78753 Phone : 512-832-4000 Nikki Watkins Manual Posting	N	4
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 : <a href="http://waterloomedia.com/jobs/">waterloomedia.com/jobs/</a> Dylan Childs Manual Posting	N	25

**KBPA, KGSR, KLBJ, KLBJ-FM, KLZT-FM, KROX-FM  
EEO PUBLIC FILE REPORT**

**April 1, 2022 - March 31, 2023**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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>
29	Word of Mouth Referral	N	3
30	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
31	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>90</b>

**KBPA, KGSR, KLBj, KLBj-FM, KLZT-FM, KROX-FM**

**EEO PUBLIC FILE REPORT**

**April 1, 2022 - March 31, 2023**

**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	6/6/2022	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 2022, our SEU hosted a total of 2 students. 1 as Programming intern—KROX - Univ. of Texas., 1 as Human Resources - Goshen College</p>	5	

**KBPA, KGSR, KLBJ, KLBJ-FM, KLZT-FM, KROX-FM**

**EEO PUBLIC FILE REPORT**

**April 1, 2022 - March 31, 2023**

**III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
2	9/5/2022	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 2022, our SEU hosted a total of 2 students. 1 as Programming intern—KROX - Concordia Univ., 1 as KLBJ-FM Prog/Digital Content- Texas State</p>	4	
3	10/12/2022	Participation in events or programs sponsored by educational institutions	<p>On October 12, 2022, our SEU attended the Communications Fall Career Expo - UT Moody College. Our Business Manager, KLZT Sales Manager, Promotions Director, Executive Assistant and Intern Assistant attended the expo and discussed internship along with FT and PT opportunities for students who are interested in broadcast careers.</p>	5	



**KBPA, KGSR, KLBj, KLBj-FM, KLzT-FM, KROX-FM**

**EEO PUBLIC FILE REPORT**

**April 1, 2022 - March 31, 2023**

**III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	1/16/2023	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 Spring 2023, our SEU hosted a total of 3 students. 1 as Programming intern—KROX - Texas State Univ., 1 as Programming intern - KLBj-FM - Austin Community College, 1 as Promotions intern - Texas State Univ.</p>	5	
5	2/28/2023	Participation in events or programs sponsored by educational institutions	<p>On February 28, 2023, our SEU attended the Communications Spring Career Expo - UT Moody College. Our Business Manager, KLBj-FM Sales Manager, Promotions Director, Executive Assistant, and two Intern Assistants attended the expo and discussed internship along with FT and PT opportunities for students who are interested in broadcast careers.</p>	6	