

KBPA, KGSR, KLBJ, KLBJ-FM, KLZT-FM, KROX-FM**EEO PUBLIC FILE REPORT****April 1, 2025 - March 31, 2026****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	1-19, 21-34	3
Account Executive	1-19, 21-34	32
Sales Coordinator	4-5, 7-8, 13, 17, 33-34	17
Digital Content Manger	4-5, 7-8, 13, 17, 20, 29, 32-34	20

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April 1, 2025 - March 31, 2026

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	Application already on file	N	1
4	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
5	Austin Community College 7748 Hwy 290 West Austin, Texas 78736 Phone : 512-223-8069 Email : jpcain@austincc.edu Joyce Pope-Cain	Y	0
6	Call In	N	2
7	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
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

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9	Concordia University Career Services 11400 Concordia University Dr. Austin, Texas 78726 Phone : 512-313-5041 Careers Department Manual Posting	N	0
10	Current Employee	N	2
11	Glassdoor.com 300 Mission Street San Francisco, California 94105 Url : http://www.glassdoor.com Job Listings Manual Posting	N	0
12	Greater Austin Chamber of Commerce 210 Barton Springs Road Suite 400 Austin, Texas 78704 Phone : 512-322-5691 LAuren Drake Manual Posting	N	0
13	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
14	Handshake 225 Bush St 12th floor San Francisco, California 94104 Job Listings Manual Posting	N	0
15	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Url : http://www.indeed.com Job Listings Manual Posting	N	0
16	Linked In	N	1

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17	LinkedIn 1000 W Maude Ave Sunnyvale, California 94085 Url : http://www.linkedin.com Job Listings Manual Posting	N	3
18	Non-Employee Referral	N	3
19	Phone Inquiry	N	1
20	Previous Employee	N	1
21	Self Referral	N	1
22	Simply Hired 525 Almanor Ave #100 Sunnyvale, California Url : http://www.simplyhired.com Job Listings Manual Posting	N	0
23	Southwestern Univeristy 1001 E. University Ave Georgetown, Texas 78626 Email : lunad@southwestern.edu Dana Luna	N	0
24	St. Edwards University 3001 S. Congress Ave Austin, Texas 78704 Jennifer Ansier Manual Posting	N	0
25	Station Website	N	1
26	Texas Association of Broadcasters 502 E. 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Careers Board Manual Posting	N	0
27	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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28	Waterloo Media Facebook Post 8309 N IH 35 Austin, Texas 78753 Phone : 512-832-4000 Dylan Childs Manual Posting	N	0
29	Waterloo Media Internal Candidates 8309 North IH 35 Austin, Texas 78753 Phone : 5128324000 Sara huerta Manual Posting	N	5
30	Waterloo Media Internal Promotion 8309 North IH 35 Austin, Texas 78753 Phone : 512-832-4000 Sara Huerta Manual Posting	N	0
31	Waterloo Media Internship Program 8309 North IH 35 Austin, Texas 78753 Phone : 512-908-4945 Jennifer Flowers Manual Posting	N	0
32	Waterloo Media Website -Careers 8309 North IH 35 Austin, Texas 78753 Phone : 5128324000 Url : waterloomedia.com/jobs/ Sara Huerta Manual Posting	N	6
33	www.mediagignow.com 625 West Adams St. Suite 20-110 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
34	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:			27

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Establishment of an intern program designed to assist members of the community	An Internship program was help each semester to take on students for school credit to teach them about broadcasting in various departments, such as programming, promotions, digital media, sales, production, etc.	15	
2	10/1/2025	Participation in Job Fairs	UT Moody College Career Expo	6	Internship Coordinator Executive Administrative Assistant Digital Manager General Sales Manager