**ICA Radio LTD**

**EEO Public File Report**

615 N. Upper Broadway Ste 105

Corpus Christi, Texas 78401

361-814-3800

**Employment Units: KPUS FM KKPN FM KAJE FM**

**Period: April 1, 2019 – March 31, 2020**

**I – Full Time Job Vacancies/Interviewee Data**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Position** | **Date Filled** | **Total # of people interviewed** | **Sources which Referred Interviewee** | **Number of Interviewees per sources** | **Recruitment Sources (“RS)** | **RS Referring Hiree** |
| **1 Account Executive** | **10/28/19** | **6** | **#13 Employee Ref.** | **6** | **1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,17** | **13** |
| **2 Account Executive** | **12/18/19** | **7** | **#17 Social Media** | **7** | **1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,17** | **17** |
| **3 General Manager** | **11/4/19** | **9** | **#15 Texas Association of Broadcasters** | **9** | **15** | **15** |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| **Total** |  | **22** |  | **22** |  |  |

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**II – MASTER RECRUITMENT SOURCE LIST**

| **RS #** | **Recruitment Source** | **Contact Person** | **Phone** | **# of Interviews**  **Referred by RS over**  **Reporting Period** |
| --- | --- | --- | --- | --- |
| **1** | **Coastal Bend College Alice**  **704 Coyote Trail**  **Alice, Texas 78332** | **Bernie Saenz**  [**bsaenz@coastalbend.edu**](mailto:bsaenz@coastalbend.edu) | **1-866-891-2981** | **0** |
| **2** | **Coastal Bend College Beeville**  **3800 Charco Rd**  **Beeville, Texas 78102** | **Bernie Saenz**  [**bsaenz@coastalbend.edu**](mailto:bsaenz@coastalbend.edu) | **1-866-722-2838** | **0** |
| **3** | **Coastal Bend College Kingsville**  **1814 S. Brahama Blvd**  **Kingsville, Texas 78363** | **Bernie Saenz**  [**bsaenz@coastalbend.edu**](mailto:bsaenz@coastalbend.edu) | **1-866-262-1615** | **0** |
| **4** | **Del Mar College**  **3209 S. Staples**  **Corpus Christi, Texas 78415** | **Jennifer Gonzales**  [**jgonzales124@delmar.edu**](mailto:jgonzales124@delmar.edu) | **361-698-1200** | **0** |
| **5** | **Texas A&M Kingsville**  **700 University Blvd**  **Kingsville, Texas 78363** | **Lori Urbanovsky**  [**Lori.urbanovsky@tamuk.edu**](mailto:Lori.urbanovsky@tamuk.edu) | **361-593-2217** | **0** |
| **6** | **Texas A&M Islander**  **6300 Ocean Dr unit 5795**  **Corpus Christi, Texas 78412** | **Nancy Salinas**  [**nancy.salinas@tamucc.edu**](mailto:nancy.salinas@tamucc.edu)  **Career-services.tamucc.edu** | **361-825-2628** | **3** |
| **7** | **Southern Career Institute**  **2422 Airline**  **Corpus Christi, Texas 78414** | **Student Services**  **Amy Chevere**  [**achevere@scitexas.edu**](mailto:achevere@scitexas.edu) | **361-857-5700** | **3** |
| **8** | **YWCA**  **4604 Corona**  **Corpus Christi, Texas** | **Nancy Wesson Dodd**  [**ywcacc@ywcacc.org**](mailto:ywcacc@ywcacc.org) | **361-857-5661** | **0** |
| **9** | **N.A.A.C.P.**  **P.O. Box 2921**  **Corpus Christi, Texas 78403** | **Terry Mills** | **361-884-8541** | **0** |
| **10** | **Texas Workforce SOL of CB**  **5858 S.P.I.D.**  **Corpus Christi, Texas 78412** | **Shelby Simms**  [**Shelby.simms@workforcesolutionscb.org**](mailto:Shelby.simms@workforcesolutionscb.org) | **361-882-7491** | **0** |
| **11** | **Corpus Christi Chamber of Commerce**  **1501 Chaparral**  **Corpus Christi, Texas 78401** | **Lucy Reta**  [**lreta@thecchamber.org**](mailto:lreta@thecchamber.org) | **361-881-1800** | **0** |
| **12** | **ICA Broadcasting**  **615 N. Upper Broadway Ste 105**  **Corpus Christi, Texas 78401** | **Lisa Rodriguez**  [**LRodriguez@icabroadcasting.com**](mailto:LRodriguez@icabroadcasting.com) | **361-814-3800** | **3** |
| **13** | **Employee Referral** | **Lisa Rodriguez**  [**LRodriguez@icabroadcasting.com**](mailto:LRodriguez@icabroadcasting.com) | **361-814-3800** | **1** |
| **14** | **Walk In** | **Lisa Rodriguez**  [**LRodriguez@icabroadcasting.com**](mailto:LRodriguez@icabroadcasting.com) | **361-814-3800** | **1** |
| **15** | **Texas Association of Broadcasters** | [**www.tab.org/job-bank**](http://www.tab.org/job-bank) |  | **9** |
| **16** | **Public Service Announcements** | **Lisa Rodriguez**  [**lrodriguez@icabroadcasting.com**](mailto:lrodriguez@icabroadcasting.com) | **361-814-3800** | **0** |
| **17** | **Social Media** | **Dave Ross**  [**Dross@icabroadcasting.com**](mailto:Dross@icabroadcasting.com) | **361-814-3800** | **2** |

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**Statement of Supplemental EEO Outreach Activities:**

1. ***Participation in a Job Fair***

On 8/6/19, ICA Radio Business Manager participated in the Job Fair at the Holiday Inn. I spoke to attendees about job openings and career opportunities at Ica Radio.

On 9/10/19, ICA Radio Business Manager participated at the Education Fair at Texas A&M Kingsville. I spoke to attendees about job openings and career opportunities at Ica Radio.

On 3/5/20 ICA Radio Business Manager participated in the All Major Career Expo at Texas A&M Corpus Christi. Visited with the attendees about different career opportunities at ICA Radio.

1. ***Establishment of an internship programs, and other programs designed to assist members of the community to acquire skills needed for broadcast employment*.**

ICA Radio LTD offers internships managed by Dave Ross, Operations Manager, to local college and university students. He teaches interns in the programming department giving the students hands on experience and skills that will help them work in radio.

1. ***Establishment of training programs and mentoring programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.***

ICA Radio LTD established training and mentoring programs for the staff. Both programs enable an employee to acquire skills that could qualify them for higher level positions within the organization. The program is individualized and the training and mentoring is designed to fit the needs and desires of the employee and is on-going.

1. ***Participation in other activities. (Menu option #16)***

ICA Radio LTD airs fifteen second public service announcements for community organizations to further the goal of disseminating information as to employment opportunities. These announcements air a minimum of once per day on KAJE, KKPN and KPUS radio stations.

**For Questions or concerns regarding EEO report, please contact: Lisa Rodriguez/Business Manager**

**ICA Broadcasting, LLC**

**361-814-3800**