

**KTFM(FM), KSAH(AM), KSAH-FM, KLEY-FM, KHHL(FM), KTSA(AM),
KJXK(FM), KZDC(AM)
EEO PUBLIC FILE REPORT
April 1, 2019 – March 31, 2020**

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
Assistant Promotions Manager	3-5, 9, 11	11
HR/Office Manager/Accounting Assistant	1, 3-5, 9	5
KTFM Digital and On-Air Content Producer	2-5, 11	11
Alpha Digital/On-Air Content Host and Producer	2-5	3
Traffic Coordinator	3-5	5
Assistant Promotions Manager	3-5, 9, 11	11
Account Executive	3-5, 10	5
Account Executive	3-5, 10	10
Content Director	1, 3-4, 9, 11	11

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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 Website www.allaccess.com	No	0
2	Texas Association of Broadcasters www.tab.org	No	7
3	Alpha Media Career Website www.alphamediausa.com/careers	No	32
4	Indeed Website www.indeed.com	No	0
5	Word-of-Mouth Referral	No	8
6	On-Air Announcements (<i>one or more SEU stations</i>)	No	0
7	Linked In Website www.linkedin.com	No	0
8	San Antonio Colleges and Universities Career Centers Association www.sacucca.org	No	0
9	Current Employee	No	1
10	Ziprecruiter.com	No	2
11	Internal Transfer/Promotion	No	4
TOTAL INTERVIEWEES OVER REPORTING PERIOD:			54

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in event or program sponsored by or on behalf of a community organization relating to careers in broadcasting	On February 15, 2020, our SEU participated in the 5 th Annual PEARLS Career Festival. This career fair was focused on young women aging out of foster program and needing to seek employment. SEU participants included our Executive Producer who spoke about producing news talk shows and other positions within the broadcast field.
2	Participate in Job Fair	On October 3, 2019, our SEU participated in Choice Career Fair. SEU participants included our Promotions Technician and Traffic Assistant, who spoke with interested attendees about current openings within our organization and the broadcast industry in general.
3	Participate in Job Fair	On December 4, 2019, our SEU participated in Choice Career Fair. SEU participants included our Promotions Technician and Office Manager, who spoke with interested attendees about current openings within our organization and the broadcast industry in general.
4	Management-level training addressing equal employment opportunity and preventing discrimination	On various dates in August and September 2019, our Market Manager, Operations Manager, Program Directors, Sales Managers, Promotions Director, News Director, and Business Manager participated in ThinkHR training programs provided by Alpha Media entitled, “Bullying and Violence in the Workplace” and “Workplace Harassment Prevention for Managers.”
5	Management-level training addressing equal employment opportunity and preventing discrimination	On October 9, 2019, our SEU’s Operations Manager took part in an interactive training webinar entitled, “The FCC’s Equal Employment Opportunity Rules: The Nuts and Bolts for Alpha Media,” presented by Alpha Media’s communications counsel, Wiley Rein LLP.