

KBPA, KGSR, KLBJ, KLBJ-FM, KLZT-FM, KROX-FM**EEO PUBLIC FILE REPORT****April 1, 2020 - March 31, 2021****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, 3-4, 6-8	7
On-Air Personality - 93.3	2	2
Program Director	2	2
Marketing Assistant	5, 7	5
KLBJ-FM Co-Host	2	2

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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	Alliance for Women in Media PO Box 2684 Austin, Texas 78768 Phone : 512-471-6703 Url : https://awmaustin.org/classifieds.php Email : liz.land@athletics.utexas.edu Liz Land	N	0
2	Exigent Circumstances	N	3
3	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
4	LinkedIn 1000 W Maude Ave Sunnyvale, California 94085 Url : http://www.linkedin.com Job Listings Manual Posting	N	0
5	Rehire from COVID-19 pandemic layoff	N	1
6	Texas Association of Broadcasters 502 E. 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Careers Board	Y	1
7	Waterloo Media Internal Candidates 8309 North IH 35 Austin, Texas 78753 Phone : 5128324000 Nikki Watkins Manual Posting	N	2
8	Waterloo Media Website -Careers 8309 North IH 35 Austin, Texas 78753 Phone : 5128324000 Url : waterloomedia.com/jobs/ Daniel Sahl Manual Posting	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			9

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/21/2020	Participation in events or programs sponsored by educational institutions	On October 21, 2020, our SEU attended the St. Edward's University Virtual Internship Fair online thru Handshake. Our Business Manager, Intern Assistant, Digital Content Producer and Digital Ad Ops Specialist attended TWO SESSIONS and discussed internship opportunities for students who are interested in broadcast careers.	4	
2	10/30/2020	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, and Sports Marketing. During the Summer 2020, our SEU hosted a total of 1 student as a Programming intern—Austin Community College	2	

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	1/19/2021	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. Virtual Internships were offered in Programming, Digital Media Content, and Sports Marketing. During the Spring 2021 semester, our SEU hosted a total of 3 students interns— 2 students from St. Edward's University (1-Programming, 1- Digital Content) and 1 student from Pepperdine University (Sports Mktg)	5	
4	2/25/2021	Participation in events or programs sponsored by educational institutions	On February 25, 2021, our SEU attended the University of Texas/Moody College Virtual Internship Fair online thru Handshake. Our Business Manager and Intern Assistant attended TWO SESSIONS and discussed internship opportunities for students who are interested in broadcast careers.	2	
5	3/11/2021	Participation in events or programs sponsored by educational institutions	On March 11, 2021, our SEU attended the St. Edward's University Virtual Internship Fair online thru Handshake. Our Business Manager and Intern Assistant attended TWO SESSIONS and discussed internship opportunities for students who are interested in broadcast careers.	2	