

**KLBJ(AM), KLBJ-FM, KBPA(FM), KLZT(FM), KGSR(FM), KROX-FM
EEO PUBLIC FILE REPORT
April 1, 2016 – March 31, 2017**

I. VACANCY LIST

See Section II, Master Recruitment Source List (MRSI) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Sales/National Promo Asst.	2-5, 7-12, 15, 38	3
Account Executive	2-5, 7-13, 15, 17, 19, 24, 38	12
Account Executive	2-5, 7-13, 15, 17, 19, 24	12
Information Technology Asst.	2-12, 14-15, 30, 35-37	14
Account Executive	2-5, 7-11, 13, 15, 23-24, 28	13
Account Executive	2-5, 7-13, 15, 23-25	13
Bilingual Account Executive	2-5, 7-13, 15, 17, 24	12
Promotions Director	1-5, 7-13, 15, 25, 27-28, 33	27
Bilingual Promotions Director	1-5, 7-11, 13, 15, 17, 23-24, 27, 30	27
KGSR Program Director	1-5, 7-11, 13, 15, 23-24, 27	27
Bilingual Sales Assistant	1-5, 7-11, 15, 17, 23-24, 27, 30	27
Multi-Media Content Producer: KLBJ-AM	2, 4-5, 7-11, 15, 23, 27	27

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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 12-month period
1	Emmis Austin Radio Internal Candidates 8309 North IH 35 Austin, TX 78753 Attn: Marla Jamali (512) 832-4068	N	7
2	Texas Association of Broadcasters 502 E. 11 th Street, Suite 200 Austin, TX 78701 Attn: Craig Bean (512) 322-9944 craig@tab.com	Y	2
3	Emmis Communications Job Site(iCIMS) www.emmis.com/careers	N	27
4	Caritas of Austin 611 Neches Street P.O. Box 1947 Austin, TX 78767 Attn: Amitiss Mahvah (512) 646-1254 amahvash@caritasofaustin.org	N	0
5	Austin Area Urban League 1033 La Posada Drive, Suite 150 Austin, TX 78752 Attn: Stephon Lightener (512) 478-7176 ext. 230 stephon_lightener@aaul.org	N	0
6	UT – College of Communication University of Texas at Austin CMA 3.104 Austin, TX 78712-1094 Attn: Christina Worley (512) 471-9421 moody.utexas.edu/ccs	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
7	Capital City African American Chamber of Commerce 5407 N. IH 35 Austin, TX 78723 Attn: Amanda Spain (512) 459-1181 admin@capcitychamber.org	N	0
8	Austin Community College 7748 Hwy 290 West Austin, TX 78736 Attn: Joyce Pope-Cain (512) 223-8069/(512)223-8111 jpcain@austincc.edu	N	0
9	The Art Institute of Houston 1900 Yorktown Houston, TX 77056 Attn: Zack Zwicky (713) 860-4314 zzwicky@aia.edu	N	0
10	American Broadcasting School in Arlington & Garland 712 North Watson Road Arlington, TX 76011 Attn: Michelle McConnell (817) 695-2474 michelle@radioschool.com	Y	0
11	Greater Austin Chamber Of Commerce 210 Barton Springs Road, Suite 400 Austin, TX 78704 Attn: Simone Leal (512) 322-5612 sleal@austinchamber.com	N	0
12	Employee Referral	N	13
13	Non-employee Referral	N	15

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
14	Monster.com 5 Clock Tower Place Maynard, MA 01754 Attn: Pete Puccini (800) monster, Ext. 8988 Peter.puccini@monster.com www.monster.com	N	2
15	YWCA – Women’s Referral Center 2015 S. IH 35, Suite 110 Austin, TX 78740 Attn: Daphne Garza Attn: Cindy Martinez (512) 326-1222 (512) 326-1395 (Fax) cindy@ywcaAustin.org	Y	0
16	National Association for the Advancement of Colored People 1704 E. 12 th Street Austin, TX 78702 Attn: Career Placement (512) 476-6230 www.naacpaustin.com	N	0
17	Alliance for Women in Media PO Box 2684 Austin, TX 78768 Attn: Ginny Schoggins (512) 908-4939 gschoggins@emmisaustin.com	N	0
18	AIGA (American Institute of Graphic Arts) Austin Chapter – PMB 549 815-A Brazos Austin, Texas 78701 Attn: Stephanie Malone (512) 344-1555 web@aigaAustin.org	N	0
19	Walk-In/Self-Referral Emmis Austin Radio 8309 North IH 35, Austin, TX 78753 (512) 832-4000	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
20	Emmis Austin Radio Internship Program 8309 North IH 35, Austin, TX 78753 Attn: Marla Jamali (Intern Coordinator) (512) 832-4068	N	0
21	Careerbuilder.com 8044 Montgomery Road Cincinnati, OH 45241 Attn: Brandon McAllister (513) 247-2283 Brandon.mcallister@careerbuilder.com	N	0
22	Radio Advertising Bureau (RAB) 1320 Greenway Drive, Suite 500 Irving, TX 75038 Attn: Mark White (972) 753-6756 mwhite@rab.com	N	0
23	Indeed www.Indeed.com	N	4
24	Simply Hired www.simplyhired.com		0
25	Unknown (<i>source not adequately identified upon inquiry</i>)	N	1
26	Greater Austin Hispanic Chamber of Commerce 2800 S. IH 35, Suite 260 Austin, TX 78704 Attn: Joshua Garza (512) 476-7502 lrodriguez@gahcc.org	N	0
27	Emmis Austin Radio Internal Transfer/Promotion 8309 N. IH 35 Austin, TX 78753 Attn: Marla Jamali (512) 832-4068	N	5
28	LinkedIn www.linkedin.com	N	1
29	Beyond.com www.beyond.com	N	0

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30	Glassdoor.com www.glassdoor.com	N	0
31	All Access www.allaccess.com	N	0
32	I Hire broadcasting www.ihirebroadcasting.com	N	0
33	St. Edwards University 3001 S Congress Ave Austin, TX 78704 Attn: Andrew Harper धारपर@stedwards.edu	N	0
34	Texas State University 601 University Drive San Marcos, TX 78666\ Attn: Lois Hickman lois@txstate.edu	N	0
35	Southwestern University 1001 E University Ave Georgetown, TX 78626 Attn: Dana Luna lunad@southwestern.edu	N	0
36	ITT Career Spec 6330 U.S. 290 Frontage Rd #150 Austin, TX 78723	N	2
37	Texas Monthly 816 Congress Ave #1700 Austin, TX 78701 www.texasmonthly.com	N	1
38	Austin Community College Job Fair 6101 Airport Blvd Austin, TX 78752 Attn: Trish Welch twelch2@austincc.edu	N	6
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			88

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	<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, EMG, Incite, Digital Content, Promotions, Sports Marketing, HR, and Production.</p> <p>During the reporting period 32 students interned.</p> <p>Summer 2016 semester – 13</p> <p>Fall 2016 semester – 9</p> <p>Spring 2017 semester – 10</p>
2	Participated in a Career Fair	<p>On April 15, 2016, our SEU staffed a booth at the ACC spring Job Fair in Austin, TX. Station participants included our HR Manager, who discussed internship and employment opportunities for individuals interested in broadcasting careers.</p>
3	Participate in an event or project sponsored by an educational institution relating to broadcast careers	<p>On July 7, 2016, a group from the Austin Boys and Girls club visited our SEU. They toured reception, promotions, and Production. They also visited KBPA and KLBJ studios. The students received a brief description of what is need to work in radio and given an opportunity to help produce a commercial.</p>
4	Participated in a Career Fair	<p>On October 18, 2016, our SEU staffed a booth at the Texas State Fall Mass Communication Job Fair in San Marcos, TX. Station participants included our HR and Sports Marketing Managers, who discussed internship and employment opportunities for individuals interested in broadcasting careers.</p>
5	Participated in a Career Fair	<p>On October 27, 2016, our SEU staffed a booth at the St. Edward's Fall Job and Internship Fair in Austin, TX. Station participants included our HR Manager, who discussed internship and employment opportunities for individuals interested in broadcasting careers.</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
6	Participated in a Career Fair	On December 1, 2016, our SEU staffed a booth at the Austin RPVC Career Fair in Austin, TX. Station participants included our HR Manager, who discussed internship and employment opportunities for individuals interested in broadcasting careers.
7	Participated in a Career Fair	On January 20, 2017, our SEU staffed a booth at the Texas State Career Services Part-time Job Fair in San Marcos, TX. Station participants included our HR Manager, who discussed internship and employment opportunities for individuals interested in broadcasting careers
8	Participated in a Career Fair	On January 26, 2017, our SEU staffed a booth at the Reagan High School College and Career Fair in Austin, TX. Station participants included our HR Manager, who discussed internship and employment opportunities for individuals interested in broadcasting careers.
9	Participated in a Career Fair	On February 16, 2017, our SEU staffed a booth at the Texas State Spring Mass Communication Job Fair in San Marcos, TX. Station participants included our HR Manager, who discussed internship and employment opportunities for individuals interested in broadcasting careers.
10	Participated in a Career Fair	On February 22, 2017, our SEU staffed a booth at the University of Texas Communication Job and Internship Fair in Austin, TX. Station participants included our HR Manager and Sports Marketing Managers, who discussed internship and employment opportunities for individuals interested in broadcasting careers.
11	Participated in a Career Fair	On March 29, 2017, our SEU Staffed a booth at the Huston-Tillotson Spring Career Expo in Austin, TX. Station participants included our HR Manager, who discussed internship and employment opportunities for individuals interested in broadcasting careers.