

KASE-FM, KHFI-FM, KPEZ, KVET, KVET-FM
EEO PUBLIC FILE REPORT
April 1, 2015 - March 31, 2016

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
Director of Marketing and Promotions	1-4, 6-8, 11-12, 14-25, 28-33, 36-39, 41-44, 46-48, 50, 52-60, 62-66	22
Sales Assistant	1-4, 6, 8, 15, 17-19, 21, 25-26, 28, 31, 38, 41, 43, 52, 54-55, 59, 64-66	26
Brand Manager	1-4, 6, 8-9, 12, 15, 17-19, 21, 25, 28, 31, 38, 41, 43, 52, 54-55, 64-66	28
Outside Account Executive	1, 3-4, 6, 8, 11, 16-18, 20, 22-24, 26, 28-30, 32-33, 36, 39, 42-44, 46-48, 50, 52, 54-58, 60, 62, 64-66	26
Outside Account Executive	1, 3-4, 6, 8, 11, 16-18, 20, 22-24, 26, 28-30, 32-33, 36, 39, 42-44, 46-48, 50, 52, 54-58, 60, 62, 64-66	24
Digital Sales Coordinator	1, 3-8, 11, 14, 17-18, 20, 22-24, 28-33, 36, 39-40, 42-44, 46-48, 50-53, 55-57, 60, 62-63, 65-66	28
KISS FM Program Director/On Air Talent	1, 3-4, 6-8, 10-11, 14, 16-18, 20, 22-24, 29-33, 36, 39, 42-44, 46-48, 50-55, 57-58, 60, 62-63, 65-66	10
Outside Account Executive	1, 3-4, 6-8, 11-12, 14, 16-18, 20, 22-24, 28-33, 39, 42-44, 46-50, 52-55, 57, 60, 62, 64-66	12
Outside Account Executive	1, 3-4, 6-8, 11-12, 14, 16-18, 20, 22-24, 28-34, 36, 39, 42-44, 46-48, 50, 52, 54-57, 60, 62, 64-66	12
Outside Account Executive	1, 3-4, 6-8, 11-12, 14, 16-18, 20, 22-24, 28-34, 36, 39, 42-44, 46-48, 50, 52, 54-57, 60, 62, 64-66	34
Brand Manager	1, 3-4, 6-8, 11-12, 14, 17-18, 20, 22-24, 28-33, 36, 43-44, 46-48, 50, 52-53, 56-58, 60-61, 63, 65-66	12
Outside Account Executive	1, 3-4, 6-8, 11-14, 17-18, 20, 22-23, 26-27, 29-33, 35-36, 43-48, 50, 52-54, 56-58, 60-61, 64-66	13

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access.com 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Phone : 1--- Url : http://www.allaccess.com Career Services Manual Posting	N	0
2	Alliance for Women in Media 1760 Old Meadow Rd Ste 500 McLean, Virginia 22102 Url : www.awrt.org Career Services Manual Posting	N	0
3	Alliance for Women in Media-Austin PO Box 2684 Austin, Texas 78768 Url : www.awmaustin.org Holly Breaux Manual Posting	Y	0
4	American Broadcasting School 712 N. Watson Road, Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Url : www.radioschool.com Email : michelle@radioschool.com Michelle McConnell	N	0
5	Asian American Chamber of Commerce 11171 Harry Hines Blvd., Suite 115 Dallas, Texas 75229 Phone : 972-241-8250 Fax : 972-241-8270 Lisa Vongthackdy	N	0
6	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.amfmjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	0

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7	Concordia University 3400 IH 35 North Austin, Texas 78705 Phone : 512-486-1199 Url : www.concordia.edu Email : Leslie.Brunson@concordia.edu Leslie Brunson	N	0
8	Concordia University 11400 Concordia University Dr Austin, Texas 78726 Phone : 512-313-5041 Url : www.myinterfase.com/concordia-texas/employer/home. Joyce Sinclair Manual Posting	Y	0
9	Current Employee	N	3
10	Current Employee - Transfer/Promotion	N	1
11	Daily Sentinel Nacodoches, Texas 75963 Fax : 936-560-4267 Kaye	N	0
12	Employee Referral	N	12
13	Former Employee Referral	N	3
14	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 817-625-1405 Rosa Navejar	N	0
15	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com OpenHire Source Manual Posting	N	0

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16	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Online Source Manual Posting	N	0
17	Hire Austin Texas Url : www.hireaustin.org Terri Bishop Manual Posting	Y	0
18	Huston Tillotson College 900 Chicon Austin, Texas 78702 Phone : 512-505-3000 Url : www.myinterfase.com/htc/employer Paul Leverington Manual Posting	Y	0
19	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
20	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	1
21	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0

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22	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	13
23	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
24	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source Manual Posting	N	9
25	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com OpenHire Source Manual Posting	N	0
26	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source Manual Posting	N	5
27	Indeed.com	N	3
28	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : . Url : www.indeed.com Career Services Manual Posting	N	8

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	N	0
30	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
31	Linkedin na na, Texas Url : www.linkedin.com Career Services Manual Posting	N	1
32	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
33	Native American Journalist Association 3359 36th Avenue South Minneapolis, Texas 55406 Phone : 612-729-9244 Url : www.naja.com Fax : 612-729-9373 Referral Director	N	0
34	Non-Employee Referral	N	2
35	On-Air Announcement (One or More SEU Stations)	N	1
36	OnAirJobs.Com, Inc. P.O. Box 541157 Houston, Texas 77254 Phone : NA Url : www.onairjobs.com/employers/ Email : todd@onairjobs.com Fax : (801) 697-6657 Todd Nelson	N	0
37	Other Source	N	2

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38	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852-2525-0555 Url : http://www.recruit.net OpenHire Source Manual Posting	N	0
39	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Online Source Manual Posting	N	0
40	Recruiter	N	1
41	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : www.simplyhired.com OpenHire Source Manual Posting	N	0
42	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com Online Source Manual Posting	N	0
43	St Edward's University 3001 South Congress Ave Austin, Texas 78704 Phone : 512-464-8803 Url : www.myinterfase.com/stedwards/employer/home.aspx Elizabeth Nichols Manual Posting	Y	0

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44	St. Mary's University of San Antonio One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Fax : 210-431-2231 Roger Young	N	0
45	Station Websites 3601 S Congress Ave Bldg F Austin, Texas 78704 Debi McMichael Manual Posting	N	0
46	Texarkana College/Placement Director 2500 N Robison Road Texarkana, Texas 75599 Phone : 903-838-4541 Fax : 903-832-5030 Georgia McFall	N	0
47	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford	N	0
48	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
49	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : craig@tab.org Fax : 1-512-322-0522 Craig Bean	N	0
50	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0

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51	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
52	Texas State University 604 University Drive San Marcos, Texas 78666 Url : www.careerservices.txstate.edu Josie Garrot Manual Posting	N	1
53	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
54	Texas Workforce Commission 3401 Webberville Rd Bldg 100 Austin, Texas 78702 Phone : 512-485-3790 Url : www.workintexas.com Ray Baker Manual Posting	N	0
55	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams Prong 2 Ended Date: 6/24/2015	N	0
56	The Hispanic Chamber of Commerce 823 Congress Ave., Ste. 1330 Austin, Texas 78701 Phone : 512-476-7502 Fax : 512-476-6417 Claudia Olivares	N	0

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57	The Ohio Center for Broadcasting 900 Sweet Valley Drive Valley View, Texas 44125 Phone : 216-447-9117 Fax : 216-642-9232 Gary James	N	0
58	Traffic Directors Guild of America 26000 Avenida Aeropuerto Bldg 114 San Juan Capistrano, California 92675 Phone : 949-429-7063 Url : www.tdga.org Email : tdga@cox.net Larry Keene	N	0
59	Twitter na na, Texas Url : www.twitter.com career services Manual Posting	N	0
60	University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Fax : 479-575-2550 Placement Director	N	0
61	University of Texas - El Paso (UTEP) 500 West University Union West 103 El Paso, Texas 79902 Phone : 915-747-5640 Grace Akers Manual Posting	N	0
62	University of Texas-El Paso 500 W. University, W. Union Bldg, #103 El Paso, Texas 79902 Phone : 915-747-5640 Fax : 915-747-5730 Briane Carter	N	0
63	Urban League of Austin 1825 E. 38 1/2 Street Austin, Texas 78722 Phone : 512-478-7176 Fax : 512-478-1239 Herman Lessard	N	0

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64	Urban League of Austin 8011 Cameron Road Suite 100, Bldg. A Austin, Texas 78754 Phone : 512-478-7176 Email : darnise_bowens@aaul.org Fax : 1-512-478-1239 Darnise Bowens	N	0
65	UT-Access UT/Hire Texas 108 east Dean Keeton St Austin, Texas 78712 Url : http://accessut.utexas.edu Career Services Manual Posting	N	1
66	UT-Communications Dept The University of Texas at Austin 1 University Station A0901, CMA 3.102 Austin, Texas Phone : 512-471-9421 Url : http://www.myinterfase.com/utccs/employer Lauren Deaton Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			67

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/3/2015	Participation in events or programs sponsored by educational institutions	On April 3rd, 2015 our SEU held a MEDIA DAY at our facility that was organized by us and a Professor of Broadcasting at Texas A&M University. Professor Bill McKim brought 13 of his students to our facility to talk with someone in each of our departments to get a well rounded understanding of our industry. It was attended by our President, Senior Vice President of Sales, Vice President of Sales, Finance Manager, Traffic Manager, Program Director, Production Director, On Air Talent, and Brand Manager.	10	President Senior Vice President of Sales Finance Manager Vice President of Sales
2	10/1/2015	Participation in events or programs sponsored by educational institutions	On October 1st, 2015 our SEU held a MEDIA DAY at our facility that was organized by us and a Professor of Broadcasting at Texas A&M University. Professor Bill McKim brought 25 of his students to our facility to talk with someone in each of our departments to get a well rounded understanding of our industry. It was attended by our Senior Vice President of Programming, Senior Vice President of Sales, Vice President of Sales, Finance Manager, Traffic Director, Production Director, Program Director, Director of Marketing and Promotions, and Key Account Coordinator Supervisor/Sales Recruitment Coordinator.	9	Senior Vice President of Programming Senior Vice President of Sales Finance Manager Director of Marketing and Promotion
3	10/14/2015	Participation in Job Fairs	On October 14th, 2015 our SEU participated in the University of Texas at Austin Communication Job & Internship Fair in Austin, TX. Our station participants were our Key Account Coordinator Supervisor/Sales Recruitment Coordinator, Program Director.	2	Program Director Key Account Coordinator Supervisor

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4	10/21/2015	Establishment of training programs for station personnel	On October 21st, 2015 our SEU hosted the iHeartMEDIA Regional Talent Summit. Programming employees from seven different markets attended the summit lead by our Talent Development Team to discuss new and innovative ways for our programming teams to approach their individual work responsibilities. Sixty five employees from the different regions including eighteen from the Austin market. Titles ranging from Market President to Show Producer.	18	President Program Director Program Director Program Director
5	10/28/2015	Participation in Job Fairs	On October 28th, 2015 our SEU participated in the Texas State University Spring Mass Communications Fair in San Marcos, TX. Our station participant was our Key Account Coordinator Supervisor/Sales Recruitment Coordinator.	1	KAC Supervisor/Sales Recruitment Coordinator
6	2/24/2016	Participation in Job Fairs	On February 24th, 2016 our SEU along with our region partner SEU San Antonio participated in the University of Texas Mass Communications Spring Job and Internship fair. Our region participants were our Recruitment Coordinator, two Vice Presidents of Sales, and a Program Director.	4	Recruitment Coordintor/KAC Supervisor Regional Vice President of Sales Regional Vice President of Sales Program Director
7	3/1/2016	Participation in Job Fairs	On March 1st, 2016 our SEU along with our region partner SEU San Antonio participated in the Schreiner University San Antonio All Majors job and Internship fair. Our region participant was our Vice Presidents of Sales.	1	Regional Vice President of Sales
8	3/2/2016	Participation in Job Fairs	On March 2nd, 2016 our SEU along with our region partner SEU San Antonio participated in the Texas State University Mass Communications Spring Job and Internship fair. Our region participants were our Marketing Director, Program Director, Digital Program Director and Promotions Director .	4	Marketing/Digital Director Digital Program Director Program Director Promotions Director

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9	3/22/2016	Participation in Job Fairs	On March 22, 2016 our SEU along with our region partner SEU San Antonio participated in the Texas Association of Broadcasters Job and Internship Fair at San Antonio College. Our region participant was our Recruitment Coordinator.	1	Recruitment Coordintor/KAC Supervisor
10	3/24/2016	Participation in events or programs sponsored by educational institutions	On March 24th, 2016 our SEU participated in a guest lecture program at The University of Texas in Austin. Our Region Vice President of sales addressed a communications class.	1	Regional Vice President of Sales