

**KLBJ (AM), KLBJ -FM, KBPA (FM), KLZT (FM), KGSR (FM), KROX-FM
EEO PUBLIC FILE REPORT
April 1, 2015 – March 31, 2016**

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
Account Executive	1-5, 7-13, 15, 22, 28	12
Promotions Director: KLZT & KLZT-HD2	1-5, 7-12, 15, 22	12
Account Executive	2-13, 15, 17, 20, 22-24, 26, 28, 32, 34-35	12
KLBJ-AM Producer/Digital Content Editor	1-5, 7-12, 15, 22, 24, 27, 32	27
Bilingual Sales Assistant	1-11, 15, 17, 19, 22-23, 26-27, 34	27
Music Director/Mid-Day Host: KGSR	1-5, 7-11, 13, 15, 22-23, 25, 27, 32	27
News Reporter: KLBJ-AM	2-11, 15, 17, 22-23, 27-28, 36	27
Program Director: KLZT	1-5, 7-11, 15, 17, 22-23, 32, 36	23
Bilingual Account Executive	2-5, 7-12, 15, 17, 22-24, 26, 32	12
Talk Show Host: NewsRadio KLBJ	1-5, 7-11, 15, 17, 22, 36	3
Producer: KLBJ-AM	2-11, 15, 17, 22-23, 27, 36-37	27
Client Services Associate	2-5, 7-11, 15, 17, 20, 22	20
Account Executive	2-13, 15, 22-24, 26, 32, 34-35	12
Account Executive	2-13, 15, 22-24, 26, 32, 34-35	12
Account Executive	2-13, 15, 22-24, 26, 32, 34-35	3
Web Graphic Designer	2-5, 7-11, 15, 17, 22-23, 25	25
Traffic Assistant	1-5, 7-12, 15, 22-25, 32, 38, 40	12
Sales Assistant	1-5, 7-11, 15, 22, 27-28	27
Account Executive	2-5, 7-11, 15, 17, 19, 22	19

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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	11
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	8
3	Emmis Communications Job Site www.emmis.com/careers/	N	42
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 jjpcain@austincc.edu	N	0
9	The Art Institute of Houston 1900 Yorktown Houston, TX 77056 Attn: Zack Zwicky (713) 860-4314 zzwicky@aii.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	21
13	Non-Employee Referral	N	8

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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	0
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	NAACP 1704 E. 12 th Street Austin, TX 78702 Attn: Career Placement (512) 476-6230	N	0
17	Alliance for Women in Media 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	6
20	Emmis Austin Radio Internship Program 8309 North IH 35, Austin, TX 78753 Attn: Marla Jamali (Intern Coordinator) (512) 832-4068	N	3

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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
21	Careerbuilder.com 8044 Montgomery Road Cincinnati, OH 45241 Attn: Brandon McAllister (513) 247-2283 Brandon.mcallister@careerbuilder.com www.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	3
24	Simply Hired www.simplyhired.com		0
25	Unknown (<i>source not adequately identified upon inquiry</i>)	N	4
26	Greater Austin Hispanic Chamber of Commerce 2800 S. IH 35, Suite 260 Austin, TX 78704 Attn: Joshua Garza (512) 476-7502 lrodriquez@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	6
28	LinkedIn www.linkedin.com	N	4
29	Beyond.com www.beyond.com	N	0
30	Radionotas.com www.radionotas.com	N	0

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31	Idealist.org www.idealist.org	N	0
32	Glassdoor.com www.glassdoor.com	N	0
33	ST. Edwards University 3001 S Congress Ave. Austin, TX 78704 (512)448-8400	N	0
34	Texas State University 429 N. Guadalupe St. San Marcos, TX 78666 (512) 245-2364	N	0
35	All Access www.allaccess.com	N	0
36	I Hire broadcasting www.ihirebroadcasting.com	N	0
37	Local Job Network www.localjobnetwork.com	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			116

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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 35 students interned, as follows: Summer 2015 semester - 13 Fall 2015 semester - 11 Spring 2016 semester – 11</p>
2	Host an event/program sponsored by or on behalf of an educational institution relating to broadcast careers	<p>On June 22, 2015, our SEU hosted a group of Eanes ISD students. They visited all departments but spent the most time in production. Each department explained job duties and requirements. They also received internship information.</p>
3	Host an event/program sponsored by or on behalf of an educational institution relating to broadcast careers	<p>On July 02, 2015, our SEU hosted the Austin Boys and Girls club. They toured Sound Design, Latino 102.7 and our KLBJ-AM News Room. The students received a brief description of what each department is responsible for and received internship information.</p>
4	Host an event/program sponsored by or on behalf of an educational institution relating to broadcast careers	<p>On October 08, 2015, our SEU hosted a Texas A&M TV and Radio Broadcast class at our facilities. They toured Sound Design and our KLBJ-AM News Room. The students received a brief description of what each department is responsible for and received internship information.</p>
5	Participated in a Career Fair	<p>On October 14, 2015, our SEU staffed a booth at the University of Texas Communication Job and Internship Fair in Austin, TX. Station participants included our Sports Marketing Manager and HR, who discussed internship and employment opportunities with 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 October 28, 2015 our SEU staffed a booth at the Texas State University Mass Communication Fair in San Marcos, TX. Station participants included our HR Manager, who discussed internship and employment opportunities with individuals interested in broadcasting careers.
7	Participate in an event/program sponsored by or on behalf of an educational institution relating to broadcast careers	On January 3, 2016 and January 4, 2016, our SEU participated in an annual job shadow project entitled COOL Week. Students from Cedar Park, Leander, Rouse, and Vista Ridge high schools partnered with local area businesses to learn about careers. Our SEU hosted 2 students from Vista Ridge, 1 student from Rouse, and 1 student from Vandegrift High Schools. The students spent time in HR, Marketing, Promotions, AM Newsroom, Sales, Sound Design and Programming. They learned the role of each department within the radio industry and asked questions. Students were assigned "A Commercial Timeline" project to learn how a commercial gets on-air and on our station websites.
8	Participated in a Career Fair	On February 24, 2016, our SEU staffed a booth at the University of Texas Communication Job and Internship Fair in Austin, TX. Station participants included our HR and Sports Marketing Managers, who discussed internship and employment opportunities with individuals interested in broadcasting careers..
9	Participated in a Career Fair	On February 25, 2016, our SEU staffed a booth at the St. Edward's Spring Job and Internship Fair in Austin, TX. Station participants included our HR Manager, who discussed internship and employment opportunities with individuals interested in broadcasting careers.
10	Participated in a Career Fair	On March 2, 2016, 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 with individuals interested in broadcasting careers.