

**KTFM(FM), KSAH(AM), KSAH-FM, KLEY-FM, KHHL(FM), KTSA(AM),
KJXK(FM), KZDC(AM)
EEO PUBLIC FILE REPORT
April 1, 2018 – March 31, 2019**

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
ESPN On-Air Talen	1-4	1
Sports Business Development Manager	1-5	5
Account Executive	1-8	3
Account Executive	1-8	4
Account Executive	1-8	6
Promotions Manager	1, 5, 9	5
Sales Assistant	1-6	5
Accounting Assistant	2-4	4

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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	4
2	Texas Association of Broadcasters www.tab.org	No	0
3	Alpha Media Career Website www.alphamediausa.com/careers	No	4
4	Indeed Website (<i>automated posting from Alpha Careers Website</i>) www.indeed.com	No	5
5	Word-of-Mouth Referral	No	10
6	On-Air Announcements (<i>one or more SEU stations</i>)	No	7
7	Linked In Website www.linkedin.com	No	4
8	San Antonio Colleges and Universities Career Centers Association www.sacucca.org	No	0
9	Current Employee	No	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD:			36

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Host event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On May 1, 2018, our SEU hosted a group of students from Texas State School of Journalism & Mass Communications for a tour of our facilities led by our SEU’s Sales Assistant during which they talked about how radio stations operate and the opportunities available for a future career in broadcasting.
2	Participate in Job Fair	On November 18, 2018, our SEU participated in a career fair which took place at Northeast Lakeview College. SEU participants included our Marketing Director and Accounting Assistant, who spoke with attendees about career opportunities in radio as well as job openings within the SEU.
3	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On November 20, 2018, one of our SEU’s on-air personalities participated in Career Day at Colby Glass Elementary School during which he talked with students about the nature of his job as well as the wide variety of job opportunities available in radio.
4	Host Open House	On September 15, 2018, our SEU hosted an open house at its facilities in San Antonio. During our well-attended event, our managers were available to meet one-on-one with the attendees to not only talk about Alpha Media and the opportunities it provides but show them the different departments. Station participants included Sales Managers, Production Directors, Program Directors, members of the Marketing and News Departments. We collected applications from interested guests and discussed their particular interest and skill sets. The event was promoted on all SEU stations.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Participate in Job Fair	On September 2, 2018, our SEU participated in a career fair on the campus of St. Mary's University. SEU participants included our Accounting Assistant, who spoke with attendees about career opportunities in radio as well as job openings within the SEU.
6	Participate in event/program sponsored by or on behalf of a community organization relating to careers in broadcasting	On June 13, 2018, our SEU participated in the VASH Transitioning Veterans event at Audie L. Murphy Memorial VA Hospital. Station participants included an Account Executive who interacted with interested attendees regarding careers in radio as a participating local employer, accepting resumes from interested attendees, discussing internship and employment opportunities, and handing out information about our stations.
7	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On October 18, 2018, several of our On-Air Talents visited Veterans Memorial High School in San Antonio TX, to speak with a group of students about what it is like to work at a radio station, career opportunities in broadcasting and specifics about the excellent job opportunities Radio has to offer.