

**KTFM(FM), KSAH(AM), KSAH-FM, KLEY-FM, KHHL(FM), KTSA(AM),
KJXK(FM), KZDC(AM)
EEO PUBLIC FILE REPORT
April 1, 2017 – March 31, 2018**

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
On-Air Talent	1-3, 5	5
Sports Business Development Manager	1-3, 5	5
Account Executive	1-8	3
Account Executive	1-8	4
Account Executive	1-8	6
Promotions Manager	1-3, 5, 9	5
Sales Assistant	1-6	5
Marketing Director	1-3, 5	5
Accounting Assistant	1-2, 4-5, 10	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	N	2
2	Texas Association of Broadcasters 502 E 11 th Street, #200 Austin, TX 78701 Phone: 512.322.9944 www.tab.org	N	1
3	Alpha Media Career Website www.alphamediausa.com/careers	N	4
4	Indeed Website www.indeed.com	N	19
5	Word-of-Mouth Referral	N	16
6	On-Air Announcements (<i>one or more SEU stations</i>)	N	2
7	Linked In Website www.linkedin.com	N	2
8	San Antonio Colleges and Universities Career Centers Association www.sacucca.org Phone: 210.458.4109 Yvonne Gonzalez	N	0
9	Internal Candidate/Posting	N	2
10	SEU Job Fairs (<i>see Section III</i>)	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD:			48

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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, 2017, a group of students from Texas State School of Journalism & Mass Communications toured our facilities. The students were led by our SEU's Sales Assistant, who spoke about how radio stations operate and the opportunities available for a future career in broadcasting.
2	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On September 2, 2017, our SEU participated in a career fair which took place 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.
3	Participate in Job Fair	On November 18, 2017, 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.
4	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On November 20, 2017, 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.
5	Host Open House	On February 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 career opportunities it provides but show them the different departments. We discussed their particular interest and skill sets. Applications were collected from interested guests. This Event was promoted on all SEU stations.