

**KTFM(FM), KSAH(AM), KSAH-FM, KLEY(FM), KTSA(AM), KJXK(FM),  
KZDC(AM)**

**EEO PUBLIC FILE REPORT  
April 1, 2022 – March 31, 2023**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Content Director	1-4, 5, 9, 11	11
Board-op/Producer	1-4, 5, 9	3
Reporter	1-4	1
Director of Sports Operations	1-4, 5	3
Digital Sales Assistant	2-4, 5, 7, 9	7

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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	<b>All Access Website</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	No	3
2	<b>Texas Association of Broadcasters</b> <a href="http://www.tab.org">www.tab.org</a>	No	0
3	<b>Alpha Media Career Website</b> <a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>	No	3
4	<b>Indeed Website</b> <a href="http://www.indeed.com">www.indeed.com</a>	No	6
5	<b>Word-of-Mouth Referral</b>	No	3
6	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	0
7	<b>Linked In Website</b> <a href="http://www.linkedin.com">www.linkedin.com</a>	No	5
8	<b>San Antonio Colleges and Universities Career Centers Association</b> <a href="http://www.sacucca.org">www.sacucca.org</a>	No	0
9	<b>Current Employee</b>	No	2
10	<b>Ziprecruiter.com</b>	No	0
11	<b>Internal Transfer/Promotion</b>	No	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD:</b>			23

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in Job Fair	On March 14, 2023, our SEU participated in San Antonio Virtual Job Fair hosted by Cloud Hire. SEU participants included our Operations Manager, who spoke with interested attendees about current openings within our organization and the broadcast industry in general.
<b>2</b>	Management-level training addressing equal employment opportunity and preventing discrimination	On March 16 2023, our SEU’s Director of Sales took part in ThinkHR training programs provided by Alpha Media entitled “Preventing Employment Discrimination”.
<b>3</b>	Management-level training addressing the value of diversity	On March 16 2023, our SEU’s Director of Sales took part in ThinkHR training programs provided by Alpha Media entitled “Valuing Diversity”.
<b>4</b>	Management-level training addressing workplace harassment	On March 16 2023, our SEU’s Director of Sales took part in ThinkHR training programs provided by Alpha Media entitled “Workplace Harassment”.