

**KTFM(FM), KSAH(AM), KSAH-FM, KLEY-FM, KHHL(FM), KTSA(AM),
KJXK(FM), KZDC(AM)
EEO PUBLIC FILE REPORT
April 1, 2021 – March 31, 2022**

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
Sports Talk Host	1-4, 5	3
Sports Talk Host	1-4, 5	3
Sports Producer	1-4, 5	3
Sales Assistant	2-4, 5, 7, 9	5
Reporter	1-4, 5	4
Sales Executive	2-4, 5, 7, 9	9
Sales Executive	2-4, 5, 7	5
Sales Executive	2-4, 5, 7	5
Board Operator	1-4, 8	3

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewee s Referred by RS Over Reporting Period
1	All Access Website www.allaccess.com	No	0
2	Texas Association of Broadcasters www.tab.org	No	0
3	Alpha Media Career Website www.alphamediausa.com/careers	No	9
4	Indeed Website www.indeed.com	No	1
5	Word-of-Mouth Referral	No	3
6	On-Air Announcements (<i>one or more SEU stations</i>)	No	0
7	Linked In Website www.linkedin.com	No	0
8	San Antonio Colleges and Universities Career Centers Association www.sacucca.org	No	0
9	Current Employee	No	1
10	Ziprecruiter.com	No	0
11	Internal Transfer/Promotion	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD:			14

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On March 18, 2022, our SEU participated in a HireX Virtual Job Fair. SEU participants include our Operations Manager, who spoke with interested attendees about current openings within our organization and the broadcast industry in general.
2	Management-level training addressing equal employment opportunity and preventing discrimination	On March 16, 2022, Our SEU’s Operations Manager took part in ThinkHR training programs provided by Alpha Media entitled “EEO and Your Role in Workplace Diversity”.
3	Management-level training addressing harassment prevention for managers	On March 28, 2022, Our SEU’s Operations Manager took part in ThinkHR training programs provided by Alpha Media entitled “Harassment Prevention for Managers”.