

**KTFM(FM), KSAH(AM), KSAH-FM, KLEY-FM, KHHL(FM), KTSA(AM),
KJXK(FM), KZDC(AM)
EEO PUBLIC FILE REPORT
April 1, 2020 – March 31, 2021**

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
Director of Sales	3,4,5,10	5

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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	2
4	Indeed Website www.indeed.com	No	1
5	Word-of-Mouth Referral	No	1
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	0
10	Ziprecruiter.com	No	0
11	Internal Transfer/Promotion	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD:			4

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On March 15, 2021, our SEU participated in San Antonio Diversityx Virtual Career Fair. SEU participants included our Business Manager and 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 15 2021, our SEU’s Business Manager took part in ThinkHR training programs provided by Alpha Media entitled “EEO and Lawful Hiring”