

2025-2026 Annual EEO Public File Report

Stations in the Employment Unit located in San Antonio, TX

- KPAC (FM-NCE), San Antonio, TX
- KSTX (FM-NCE), San Antonio, TX
- KTXI (FM-NCE), Ingram, TX
- KTPR (FM-NCE), Stanton, TX
- KVHL (FM-NCE), Llano, TX
- KTPD (FM-NCE), Del Rio, TX
- KCTI (AM-NCE), Gonzales, TX

Date of Annual Report: March 31, 2026

Number of Full-Time Employees: More than 10

This report covers the period between April 1, 2025, and March 31, 2026. The information required by 47 C.F.R. 72.2080 is provided below.

Full-Time Vacancy List

| Date of Hire | Job Title | Recruitment Source Used to Fill Vacancy | Recruitment Source Referring Hiree | Number of Interviewees |
|---------------------|--|--|---|-------------------------------|
| 12/1/2025 | Managing Editor | 11, 22, 47, 50, 51, 63, 69, 70 | 69 | 6 |
| 2/2/2026 | General Assignments Reporter II | 22, 47, 50, 51, 56, 63, 66, 69 | 22 | 5 |
| 2/9/2026 & 2/16/26 | Marketing Project Manager - Sponsorships & Corporate Support and Marketing Project Manager - Membership & Digital Projects | 22, 47, 50, 51, 56, 63 | 22 | 9 |

Total Number of Interviewees in the Preceding Year: 20

Master Recruitment Source List

| RS Number | RS Information | Source Entitled to Vacancy Notification* | Number of Interviewees Referred by RS over 12 Month Period |
|------------------|--|---|---|
| 11 | Texas Association of Broadcasters 502 E. 11 th St, Ste 200 Austin, TX 78701 Craig Bean Craig@tab.org (512) 322-9944 | N | 0 |

| | | | |
|----|---|---|----|
| 22 | Texas Public Radio Website 8401 Datapoint Dr, Ste 800 San Antonio, TX 78229-5903 Katie Goetz hr@tpr.org www.tpr.org (210) 614-8977 | N | 10 |
| 47 | Indeed.com www.indeed.com/hire | N | 0 |
| 50 | Glassdoor www.glassdoor.com (888)355-9323 | N | 0 |
| 51 | LinkedIn www.linkedin.com | N | 3 |
| 56 | The Nonprofit Council 1150 N. Loop 1604 W. San Antonio, TX 78248 https://www.tncouncil.org/ Jerry Moore info@tncouncil.org (210) 229-0333 | N | 1 |
| 63 | Referred by TPR employee | N | 1 |
| 66 | PublicMediaJobs.org/Current.org https://jobs.current.org/ 4400 Massachusetts NW, Washington Dist Columbia 20016 (860) 437-5700 | N | 0 |
| 69 | Internal TPR Job Posting (via email) 321 W. Commerce St San Antonio, TX 78205 Katie Goetz hr@tpr.org (210) 614-8977 | N | 3 |
| 70 | Online News Association 1111 North Capitol ST. NE, 2nd Floor, Washington, Dist. Columbia 20002 | N | 0 |
| 71 | TPR Instagram TPR 321 W. Commerce St San Antonio, TX 78205 | N | 3 |

*This refers to sources that have specifically requested to be informed of vacancies.

Broad Outreach and Initiatives

- 1) During the reporting period, 12 students participated in the San Antonio Employment Unit of Texas Public Radio's internship and work study programs designed to assist members of the community to acquire skills needed for broadcast employment. During this reporting period, 3 students participated in the Trinity University Community Federal Work Study Program, 1 student participated in the Alamo Colleges Work Study Program, 7 students participated in the City of San

Antonio Summer Ambassador Internship Program, and 1 student participated in the Texas A&M University - San Antonio Campus 2 Community Engaged Work-Study Program.

A) Internship: Newsroom Intern, Development Intern & Grants Intern

Date: November 2024 through May 2025

Participating Employees: Engagement Producer, Intern Coordinator (Joey Palacios), Grants Manager (Jeff Morden), and Membership Manager (Zaidy Laporte-Berrios)

Sponsorship of Activity: Trinity University

Number of Interns Participating in Program: 3

Description: The CFWS program allows students to gain experience by working at local nonprofit organizations, schools, or government agencies, while getting paid through Trinity's financial aid office. Students who work in these positions will also participate in reflection activities to fully incorporate the idea of Service Learning. The CFWS program allows Trinity students to gain valuable knowledge and real-world experience working at our partner organizations, while still being able to positively impact the community.

B) Internship: Broadcast Engineer Intern

Date: September 2025 through December 2025 and February 2026 through May 2026

Participating Employees: VP of Technology (Ruben Garcia) and Assistant Broadcast Engineer (Stephen Fiedler)

Sponsorship of Activity: Alamo Colleges District

Number of Interns Participating in Program: 1

Description: Alamo Colleges Federal Work-Study is a need-based financial aid program that offers eligible students on-campus or off-campus employment. This program provides students the opportunity to earn their own money, find a position that prioritizes their class schedule and study needs, and gain valuable professional skills needed for future employment opportunities. The selected intern(s) have the opportunity to work closely with TPR's experienced broadcast engineering team, gaining hands-on experience in maintaining and troubleshooting broadcast equipment and IT infrastructure. The intern will be involved in tasks such as setting up and configuring audio and video systems, performing routine maintenance on broadcast equipment, assisting with the resolution of technical issues and ensure seamless integration between broadcast systems and our broader network infrastructure.

C) Internship: Newsroom Intern, Cultural Engagement Intern, Broadcast Engineer Intern, and Marketing Intern

Date: June 2025 through August 2025

Participating Employees: Grants Manager (Jeff Morden), Vice President of Development (Rebecca Caven), Database Manager (Kristen Russell), Membership Manager (Roxanna Zamarripa), Vice President of Marketing & Communications (Bobby Salluce), Director of Events (Tori Pool), Engagement Producer, Intern Coordinator (Joey Palacios), VP of News (Dan Katz), Vice President of Community & Cultural Engagement (Nathan Cone), VP of Technology (Ruben Garcia)

Sponsorship of Activity: City of San Antonio Department of Human Services

Number of Interns Participating in Program: 7

Description: The Ambassador Summer Internship Program is an internship program for currently enrolled college students sponsored by the City of San Antonio. The program exposes students to professional opportunities and innovative career paths through paid internships, peer-to-peer networking sessions, and community service projects. Program participants are placed with government entities, non-profit agencies, and private organizations to gain experience in high-demand occupations to attract San Antonio's graduating professionals to career opportunities within the local community.

D) Internship: News Photography Intern

Date: November 2024 through May 2025

Participating Employees: Engagement Producer, Intern Coordinator (Joey Palacios)

Sponsorship of Activity: Texas A&M University - San Antonio

Number of Interns Participating in Program: 1

Description: This internship focuses on News photography to help with the day-to-day visual needs of our news gathering and reporting. This intern assists in TPR News photography and multimedia production for local news stories and content posted on TPR.org and TPR social media accounts.

2) During the reporting period, the San Antonio Employment Unit of Texas Public Radio participated in the following initiatives.

A) Occasion: Annual Scholarship to Radio-TV-Film Program at San Antonio College

Date: May 6, 2025

Participating: Nathan Cone (Vice President of Cultural & Community Engagement)

Sponsorship: San Antonio College Radio-Television-Film Program

Description: TPR awarded two \$500.00 scholarships to two students in the San Antonio College Radio-Television-Film Program.

B) Occasion: Young Woman's Leadership Academy School Tour

Date: June 11, 2025

Participating: Director of Events (Tori Pool) and Event & Volunteer Coordinator (Elisa Gonzales)

Sponsorship: Young Woman's Leadership Academy

Description: TPR Headquarters tour for students in a leadership summer program (11 students/ 3 teachers).

C) Occasion: Good Samaritan Community Center Student Tour

Date: June 25, 2025

Participating: Event & Volunteer Coordinator (Elisa Gonzales)

Sponsorship: Good Samaritan Community Center Summer Program

Description: TPR Headquarters tour with students in the summer program at the Good Samaritan Community Center (20 students/ 4 leaders).

D) Occasion: First Tee Media Training

Date: August 1, 2025

Participating: Director of Events (Tori Pool)

Sponsorship: First Tee - Greater San Antonio

Description: Discussed media training and best practices and led students and their leaders in a getting to know their story activity - 23 people

E) Occasion: Advanced Learning Academy Student Tours

Date: September 10-11, 2025

Participating: Event & Volunteer Coordinator (Elisa Gonzales), Vice President of Cultural & Community Engagement (Nathan Cone), Engagement Producer, Intern Coordinator (Joey Palacios), General Assignment Reporter (Brian Kirkpatrick), and Marketing Coordinator (Noah Slavin)

Sponsorship: San Antonio Independent School District Advanced Learning Academy

Description: ALA students experience a tour of TPR's events spaces, newsroom and KPAC studios and library led by events and news teams

F) Occasion: Youth Voter Fest

Date: September 20, 2025

Participating: Education Reporter (Camille Phillips)

Sponsorship: Youth Do Vote

Description: Answered questions about TPR and covering elections at a Youth Voter event held at Our Lady of the Lake University on 9/20/25

G) Occasion: Hill Country College Preparatory High School Tour

Date: October 29, 2025

Participating: VP of News (Dan Katz) and General Assignment Reporter (Brian Kirkpatrick)

Sponsorship: Hill Country College Preparatory High School

Description: Seven students toured and met with Brian Kirkpatrick and Dan Katz. They also recorded audio and asked the staff questions.

H) Occasion: San Antonio College Newspaper Tour

Date: November 13, 2025

Participating: Engagement Producer, Intern Coordinator (Joey Palacios)

Sponsorship: San Antonio College Newspaper students (The Sundial)

Description: Nine students and their instructor joined Joey on a tour of the TPR newsroom.

I) Occasion: San Antonio Museum of Art Docent Association Tour of TPR

Date: December 5, 2025

Participating: Event & Volunteer Coordinator (Elisa Gonzales), Vice President Programs (Nathan Cone), Engagement Producer, Intern Coordinator (Joey Palacios), and Newsroom Editor (Yvette Benavides)

Sponsorship: San Antonio Museum of Art Docent Association

Description: Eight docents with the SA Museum of Art took a tour of all four floors of Texas Public Radio.

J) Occasion: UTSA Journalism Class Speaking Event

Date: March 2, 2026

Participating: Engagement Producer, Intern Coordinator (Joey Palacios)

Sponsorship: The University of Texas at San Antonio

Description: Spoke to a group of journalism students about radio, audio, and podcasting.

K) Occasion: UTSA Journalism Student Job Shadow

Date: March 9, 2026

Participating: Engagement Producer, Intern Coordinator (Joey Palacios)

Sponsorship: The University of Texas at San Antonio

Description: Journalism student shadowed reporter while at city council chambers to gain understanding of reporting on local city government issues.

L) Occasion: SAAHJ Teen Team Tour

Date: March 26, 2026

Participating: Engagement Producer, Intern Coordinator (Joey Palacios), Newsroom Editor (Yvette Benavides), VP of News (Dan Katz), Education Reporter (Camille Phillips), and Host & Producer (David Martin Davies)

Sponsorship: San Antonio Association of Hispanic Journalists

Description: Sixteen students interested in Journalism and 4-5 mentors from the "Teen Team" program (managed by the San Antonio Association of Hispanic Journalists) toured TPR and had a sit-down dinner along with a brief presentation about TPR, Q&A etc.