

2015 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), Snyder, TX
KVHL (FM-NCE), Llano, TX
CP for KTPD (FM-NCE), Del Rio, TX

Date of Annual Report: March 31, 2015

Number of Full-Time Employees: More than 10

This report covers the period between April 1, 2014 and March 31, 2015. The information required by FCC Rule 73.2080 (c) (6) is provided below.

Full-Time Vacancy List

<u>Date of Hire</u>	<u>Job Title</u>	<u>Recruitment Source Used to Fill Vacancy</u>	<u>Recruitment Source Referring Hiree</u>
04/21/2014	Chief Engineer	1, 3, 6	6
12/15/2014	News Director	1, 2, 3	3
10/20/2014	Corporate Relations Associate	1, 3	3
08/25/2014	Senior Accountant	1, 3, 5	3
10/01/2014	Community Liaison	1, 3	3
11/01/2014	Technical Operations Assistant	1, 3	3
03/09/2015	Accountant	1, 3, 4	4
03/11/2015	Donor Relations Assistant	1, 3	3
03/30/2015	Corporate Relations Assistant	1, 3, 7	3

Total Number of Persons Interviewed in the Preceding Year: **24**

Master Recruitment Source List

<u>RS Number</u>	<u>RS Information</u>	<u>Source Entitled to Vacancy Notification*</u>	<u>Number of Interviewees Referred by RS over 12 Month Period</u>
1	San Antonio Express-News PO Box 2171 San Antonio, TX 78297-2171 Mary Beth Valdillez mvaldillez@express-news.net (210) 250-2317	N	1
2	Corporation for Public Broadcasting 401 9th St, NW Washington, DC 20004-2129 Attn: Personnel www.cpb.org/jobline (202) 879-9600	N	
3	Texas Public Radio Website 8401 Datapoint Dr, Ste 800 San Antonio, TX 78229-5903 Nathan Cone ncone@tpr.org www.tpr.org (210) 614-8977	N	17
4	On-Air Announcements KPAC 88.3 FM/KSTX 89.1 FM 8401 Datapoint Dr, Ste 800 San Antonio, TX 78229-5903 Wayne Coble wayne@tpr.org www.tpr.org (210) 614-8977	N	4

5	MGR Accounting Recruiters 901 NE Loop 410, Suite 425 San Antonio, TX 78209 Mark Goldman mgoldman@mgrpersnnel.com www.mgrar.com (210) 826-8000	N	1
6	Society of Broadcast Engineers 9102 N Meridian St, Ste 150 Indianapolis, IN 46260 www.sbe.org (317) 846-9000	N	1
7	TPR Facebook Texas Public Radio 8401 Datapoint Dr, Ste 800 San Antonio, TX 78229-5903 Nathan Cone ncone@tpr.org	N	1

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

Broad Outreach and Initiatives

1) During the reporting period, the San Antonio Employment Unit of Texas Public Radio participated in **four job fairs**. A representative of Texas Public Radio attended the events shown in order to create awareness among students and alumni and discuss internship, employment and volunteer opportunities. Information was provided about the nature of public radio and how it serves the community.

A) Occasion: Texas Public Radio/National Public Radio Jobs Booth
National Association of Hispanic Journalists Convention
San Antonio, TX

Date: August 8, 2014

Participating: Director of Marketing & Community Engagement

B) Occasion: Spring 2015 Job Fair
Trinity University, San Antonio, TX

Date: February 4, 2015

Participating: Director of Marketing & Community Engagement

C) Occasion: TAB's Career Expo
Texas State University, San Marcos, TX

Date: March 4, 2015

Participating: Director of Marketing & Community Engagement

D) Occasion: Rattler Connect Job and Internship Fair
St. Mary's University, San Antonio, TX

Date: March 24, 2015

Participating: Director of Marketing & Community Engagement

2) During the reporting period, the San Antonio Employment Unit of Texas Public Radio offered various **internship programs** designed to assist members of the community to acquire skills needed for broadcast employment. During this reporting period, one student participated in our “Morning Edition” internship program and another student participated in the internship for “The Source.” Other programs have been established for internships in “Audio Production” and “Classical Music Blog.”

A) Internship: “Morning Edition”

Date: September 2014 through May 2015

Participating Employee: “Morning Edition” Host/Anchor

Sponsorship of Activity: Texas Public Radio

Number of Interns Participating in Program: 1

Description: Intern works closely with the TPR News Director and Morning Edition host to research, write, and produce material for broadcast and online. The student learns newswriting and interviewing skills and the basics of audio production, and contributes to TPR’s online presence.

B) Internship: “The Source”

Date: January 2015 through May 2015

Participating Employees: “The Source” Producer, “The Source” Host

Sponsorship of Activity: Texas Public Radio

Number of Interns Participating in Program: 1

Description: Intern assists in the production of TPR’s daily call-in program, “The Source,” by researching, writing, and procuring material for online publication, and screening calls during live broadcasts. Additional duties may include preparing guests prior to broadcast through phone and/or email interviews, and gathering tape from press conferences or other public events.

3) During the reporting period, the San Antonio Employment Unit of Texas Public Radio offered and awarded a **Texas Public Radio Scholarship** in association with the Radio-Television-Film program at San Antonio College. The scholarship provides for \$1,000 in tuition per academic year. The scholarship was promoted on-air and online by Texas Public Radio with additional promotion of the scholarship through San Antonio College. Texas Public Radio plans to continue offering the scholarship on an annual basis.

4) During the reporting period, the San Antonio Employment Unit of Texas Public Radio participated in **four events or programs sponsored by educational institutions** relating to career opportunities in broadcasting.

A) Occasion: Guest Speaker
Northwest Vista College, San Antonio, TX

Date: September 22, 2014

Participating: "Morning Edition" Host/Anchor

Description: Spoke to college students about media writing and journalism careers in public radio.

B) Occasion: Guest Speaker
San Antonio College, San Antonio, TX

Date: October 7, 2014

Participating: News Reporter

Description: TPR reporter spoke to broadcast news writing class offering practical technical knowledge and real world insight into radio news as a profession.

C) Occasion: Guest Speaker
Northwest Vista College, San Antonio, TX

Date: November 13, 2014

Participating: Director of Marketing & Community Engagement

Description: Joined by KLRN-TV's Katrina Kehoe, VP of Communications and Marketing, spoke to college students about careers in public media. History of public media, careers, training and prior experience needed for employment in the field.

D) Occasion: Guest Speaker
San Antonio College, San Antonio, TX

Date: February 2, 2015

Participating: "The Source" Talk Show Host

Description: Spoke at advanced reporting class about journalism careers in public broadcasting. The necessity to be fluent in audio, video and online packaging was discussed.