

2016 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, 2016

Number of Full-Time Employees: More than 10

This report covers the period between April 1, 2015 and March 31, 2016. 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>
04/13/2015	Donor Relations & Mktg. Asst.	1, 22, 40	22
08/31/2015	Reporter/Producer/Host	1,10,16,22,32,38,39,40	22
11/16/2015	Reporter	1,10,16,22,32,38,39,40	10
10/14/2015	Web Producer/News Editor	1,10,16,22,32,38,39,40	22
09/14/2015	Director of Mktg. & Public Rel.	1, 22, 40	1
12/01/2015	Corp. Relations Associate	1, 22, 26	22

Total Number of Persons Interviewed in the Preceding Year: **19**

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
10	Corporation for Public Broadcasting 401 9th St, NW Washington, DC 20004-2129 Attn: Personnel www.cpb.org/jobline (202) 879-9600	N	1
16	Current 6930 Carroll Ave., Suite 350 Takoma Park, MD 20912 Kevin Donohue kevin@kfdmedia.com www.current.org (443) 562-7171	N	0
22	Texas Public Radio Website 8401 Datapoint Dr., Suite 800 San Antonio, TX 78229-5903 San Antonio, TX 78229-5903 Nathan Cone ncone@tpr.org www.tpr.org (210) 614-8977	N	4

26	<p>On-Air Announcements KPAC 88.3 FM/KSTX 89.1 FM 8401 Datapoint Dr., Suite 800 San Antonio, TX 78229-5903 Wayne Coble wayne@tpr.org www.tpr.org (210) 614-8977</p>	N	0
32	<p>TPR Twitter Feeds Texas Public Radio 8401 Datapoint Dr., Suite 800 San Antonio, TX 78229-5903 Nathan Cone nccone@tpr.org twitter.com/tprnews</p>	N	0
38	<p>NPR Southern Bureau E-Mail List NPR Russel Lewis (800) 811-4624 rdlewis@npr.org</p>	N	0
39	<p>SA Assoc. of Hispanic Journalists SAAHJ Diane Fuentes saahj@2012gmail.com</p>	N	0
40	<p>TPR Facebook Texas Public Radio 8401 Datapoint Dr., Suite 800 San Antonio, TX 78229-5903 Nathan Cone nccone@tpr.org</p>	N	0

* 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 **two 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: Mass Communications Job Fair
Texas State University, San Marcos, TX

Date: October 28, 2015

Participating: Director of Cultural & Community Engagement

B) Occasion: 2015 Career Day
Fisher Elementary School, San Antonio, TX

Date: November 20, 2015

Participating: Director of Cultural & 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 internship program, another student participated in the internship for "The Source", and a third participated in the Bexar County Arts Intern Program.

A) Internship: Arts

Date: June 2015 through August 2015

Participating Employee: Director of Cultural and Community Engagement

Sponsorship of Activity: Bexar County Arts and Cultural Fund

Number of Interns Participating in Program: 1

Description: Intern worked closely with the Director of Cultural and Community Engagement on two art projects. The intern was responsible for contacting and arranging for local bands to come into the studio for a short performance and interview. The intern interviewed artists, edited audio and wrote online stories based on the interviews. The intern was

responsible for the digital archiving of tape-based TPR material from the 1990s and follow-up interviews with the subjects involved in said programs.

B) Internship: "The Source"

Date: September 2015 through December 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.

C) Internship: General News

Date: January 2016 through May 2016

Participating Employees: News Director, Assistant News Director/Anchor

Sponsorship of Activity: Texas Public Radio

Number of Interns Participating in Program: 1

Description: Intern works closely with the TPR news staff to research, write, and produce material for broadcast, social media and online. Intern assists news staff with research and other department projects.

- 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 **provision of training to management level personnel as to methods ensuring equal employment opportunity and preventing discrimination.**

- A) Management level personnel met to discuss: recruitment program and its effectiveness in achieving a broad outreach of applicants; measurements taken to disseminate our equal employment opportunity to job applicants and employees; seniority practices and the need to ensure that promotions to positions of greater responsibility are made in a nondiscriminatory manner; rates of pay and fringe benefits for employees having the same duties; the need to utilize media for recruitment purposes in a manner that will contain no indication, either explicit or implicit, or a preference for one race, national origin, color, religion, or sex of another, and to avoid the use of selection techniques or tests that have the effect of discriminating against any person based on any of those factors.

Date: February 9, 2016

Participants: All management level personnel

Sponsorship of Activity: Texas Public Radio

- B) Management level personnel participated in a two-part, online harassment training. The training is designed to help ensure TPR management personnel understand the laws protecting employees from harassment in the workplace.

Date: February 2016

Participants: All management level personnel

Sponsorship of Activity: Texas Public Radio