

2011 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
CP for KVHL (FM-NCE), Llano, TX
CP for (FM-NCE), Alpine, TX

Date of Annual Report: March 31, 2011

Number of Full-Time Employees: More than 10

This report covers the period between April 1, 2010 and March 31, 2011. The information required by FCC Rule 73.2080 (c) (6) is provided below.

Full-Time Positions Filled

<u>Date of Hire</u>	<u>Job Title</u>	<u>Recruitment Source Referring Hiree</u>
06/16/10	Morning Edition Host/Reporter	22
08/02/10	Reporter	1
10/01/10	Audience Services Associate	22
10/18/10	Corporate Relations Associate	1

Total Number of Persons Interviewed in the Preceding Year: 28

See next page for chart of recruitment sources used and number of persons referred by each source.

Vacancy List

See Master Recruitment Source List (MRSL) below for recruitment source data

<u>Job Title</u>	<u>Recruitment Source Used to Fill Vacancy</u>	<u>Recruitment Source Referring Hiree</u>
ME Host/Reporter	1,7,10,22,24,31	22
Reporter	1,7,10,22,24,31	1
Audience Services Associate	1, 22, 26	22
Corporate Relations Associate	1, 7, 9, 10, 19 22, 24, 26, 30	1

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 P.O. Box 2171 San Antonio, TX 78297-2171 Attn: Mary Beth Valdillez e-mail:mvaldillez@express-news.net (210) 250-2317	N	9
2	PBMA Attn: Rick Lehner 939 S. Stadium Rd Columbia, SC 29259 (803-799-5517 e-mail:rick@pbma.org	N	
3	AWC/America's Job Bank Attn: Customer Svc. 101 E. 15th St., Rm 116T Austin, TX 78778-0001 website:www.twc.state.tx.us/jobs	N	
4	KLRN-TV Attn: Personnel 501 Broadway San Antonio, TX 78207 (210) 270-9000	N	
5	KLRU-TV Attn: Annie Harton P.O. Box 7158 Austin, TX 78713 (512) 471-4811 e-mail:aharton@klru.org	N	
6	KUT-FM-UT at Austin Attn: Rodney Fehlhafer 1 University Station AO 704 Austin, TX 78712 (512) 471-1631 e-mail:rt.fehlhafer@austintexas.edu	N	

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|----|---|---|---|
| 7 | NPR Distribution Division-PRSS
Attn: DACS
635 Massachusetts Ave., NW
Washington, DC 20001-3751
email:prss.org | N | |
| 8 | KUHF-FM Univ. of Houston
Attn: Flor Olivia Garcia
4343 Elgin, F13
Houston, TX 77204-0882
(713) 743-0887
e-mail:fgarcia@houstonpbs.org | N | |
| 9 | Public Radio Assn of Dev. Officers
4118 Autumn Ridge Drive
Sugarland, TX 7749
(281)494-6577
e-mail: prado@listerv.syr.edu | N | |
| 10 | CPB
Attn: Personnel
401-9th Street , NW
Washington, DC 20004-2037
(202) 879-9600
website:www.stations.cpb.org/jobline | N | 2 |
| 11 | Texas Assn of Broadcaster
502 E. 11th St., Suite 200
Attn: Craig Bean
e-mail: craig@tab.org
(512) 322-9944 | N | |
| 12 | National Association of Black
Journalists
1100 Knight Hall, Ste 3100
College Park, MD 20742
(301) 405-0248
website: www.nabj.org | N | |
| 13 | Women in Communications/SA
P.O. Box 780382
San Antonio, TX 78278
Attn: Renee Higgins
e-mail: reneehiggs@satx.rr.net
website: www.wicsa.org | N | |

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| 14 | California Chicano News Media Assn
USC Annenberg of Communication & Journalism
727 West 27th St. Room 201
Los Angeles, CA 90071-3212
Email: ccnmainfo@ccama.org
(213) 821-0075 | N | |
| 15 | American Women In Radio & TX
website: awrtsa.org | N | |
| 16 | Current
6930 Carroll Ave., Suite 350
Takoma Park, MD 20912
Attn: Advertising
Email: classified@current.org
(301) 270-7240 ext 36 | N | |
| 17 | Current-SA
1500 N. St. Mary's St
San Antonio, TX 78215-1412
Website: www.sacurrent.com
(210) 227-2527 | N | |
| 18 | the Chronicle of Philanthropy
1255 23rd St. NW, Ste 700
Washington, DC 20037
Email: jobs @chronicle.com
(202) 466-1200 | N | |
| 19 | Assn of Fundraising Professionals
(AFP)
San Antonio Chapter
PO Box 15314
San Antonio, TX 78212-8514
website: afpsa.or | N | 1 |
| 20 | Texas Nonprofits
PO Box 90509
San Antonio, TX 78209
Email: txnp@txnp.org
210-805-9505 | N | |

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| 21 | National Assn of American
Foundation-NAA
1921 Gallows Rd, Ste 600
Vienna, VA 22182-3900
website: naa.org/foundation
703-902-1730 | N | |
| 22 | Texas Public Radio-Website
8401 Datapoint Dr, Ste 800
San Antonio, TX 78229-5903
Email: hr2011@tpr.org
website: tpr.org
210-614-8977 | N | 5 |
| 23 | Livingston Associates
3000 chestnut Ave., Suite 402
Baltimore, MD 21211
website: livingstonassociates.net
410-243-1974 | N | |
| 24 | PRIMA
Public Radio in Mid America
Attn: Dan Skinner
Email: dan@tpr.org
website: prima.org | N | |
| 25 | Assn of Music Personnel in
Public Radio-AMPPR
Attn: Lisa McCormack
email: lisamc2@yekk.pair.com
website: amppr.org | N | |
| 26 | On-Air Announcements
KPAC-88.3/KSTX-89.1-FM
Attn: Wayne Coble
8401 Datapoint Dr, #800
San Antonio, TX 78229-5903
210-614-8977 | N | 9 |
| 27 | San Antonio Symphony
Attn: Carolyn Bacon
PO Box 658
San Antonio, TX 78293-0658
email: baconc@sasymphony.org
website: sasymphony.org | N | |

28	San Antonio Music Teachers Assn Attn: Pablo Aguilar email: pablo@aguilar.com website: samusicteachers.org	N	
29	MGR Personnel 901 NE Loop 410, Suite 425 San Antonio, TX 78209 210-826-8000 email: mgoldman@mgrpersnnel.com website: mgrpersnnel.com	N	
30	DEI 401 N. 3rd St., #370 Minneapolis, MN 53401 888-454-2314 email: deicommunications@deiworksite.org website: deiworksite.org	N	1
31	San Antonio Craiglists.org	N	2
	Total Interviewees over 12 Month Period:		28

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

Broad Outreach and Initiatives

1) During the reporting period KPAC/KSTX/KTXI participated in **five local job fairs.**

A) Occasion: Texas A&M University-San Antonio Fall Career Fair
Texas A&M University-San Antonio, San Antonio, Texas

Date: October 14, 2010

Participating: Director of Classical Programming

Description: Staffed a booth at the event in order to create awareness among students/alumni and discuss internship, employment and volunteer opportunities. Provided information about the nature of public radio and how it serves the community.

B) Occasion: Fall 2010 Rattler Connect Job & Internship Fair
Saint Mary's University, San Antonio, TX
Date: November 10, 2010

Participating: Director of Classical Programming

Description: Staffed a booth at the event in order to create awareness among students/alumni and discuss internship, employment and volunteer opportunities. Provided information about the nature of public radio and how it serves the community.

C) Occasion: 20th Annual SACUCCA Job Fair
San Antonio. Texas

Date: November 18, 2010

Participating: Director of Classical Programming

Description: Staffed a booth at the event in order to create awareness among students/alumni and discuss internship, employment and volunteer opportunities. Provided information about the nature of public radio and how it serves the community.

D) Occasion: Government & Not-For-Profit Career Expo
Saint Mary's University, San Antonio, TX

Date: February 23, 2011

Participating: Director of Classical Programming

Description: Staffed a booth at the event in order to create awareness among students/alumni and discuss internship, employment and volunteer opportunities. Provided information about the nature of public radio and how it serves the community.

E) Occasion: 2011 Spring Mass Communications Career Fair
Texas State University, San Marcos, TX

Date: March 23, 2011

Participating: Director of Classical Programming

Description: Staffed a booth at the event in order to create awareness among students/alumni and discuss internship, employment and volunteer opportunities. Provided information about the nature of public radio and how it serves the community.

2) During the reporting period KPAC/KSTX/KTXI participated in **two events sponsored by educational institutions relating to career opportunities in broadcasting.**

A) Mass Communications Class, Northwest Vista College, San Antonio, Texas

Date: February 17, 2011

Participating: Director of Classical Programming

Description: Spoke to students in Mass Communications class about Texas Public Radio, and careers in the public broadcasting system. Discussion included how what students are learning in the classroom can be applied on-the-job in a broadcasting career.

B) Non-Profit Management Class, UTSA Center for Policy Studies,
San Antonio, Texas

Date: January 7, 2011

Participating: Director of Development

Description: Spoke to students in Non-Profit Management Class about fundraising and about how their non-profit management skills can be applied to job opportunities in public broadcasting.

3) During the reporting period KPAC/KSTX/KTXI offered and awarded a **Texas Public Radio Scholarship** in association with the Radio-Television-Film program at San Antonio College. The scholarship provides for \$1,500 in tuition and books per academic year. The scholarship was promoted on-air and on-line 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 KPAC/KSTX/KTXI continued to offer **internship programs** designed to assist members of the community to acquire skills needed for broadcast employment. During this reporting period, **three people participated** in internships.

Internship: Engineering

Date: Started November 11, 2009 – April 29, 2010

Participating Employee: Director of Engineering and Technology

Sponsorship of Activity: Texas Public Radio

Number of Interns Participating in Program: 1

Description: This internship provides experience in radio station engineering. The Director of Engineering and Technology provided training and created learning experiences in troubleshooting equipment and computer problems, wiring, equipment installation and configuration, and remote broadcast set-ups.

Internship: Public Relations

Date: Started in August 13, 2010 - December 15, 2010

Participating Employees: Communications Specialist

Sponsorship of Activity: Texas Public Radio

Number of Interns Participating in Program: 1

Description: This internship provided the participant with experience in writing press releases; researching and writing articles for the TPR newsletter "Keynotes;" researching and writing original articles for the TPR Arts Blog; writing web copy as needed for TPR events, initiatives and programs.

Internship: Corporate Support

Date: Started in February 18, 2011 – Continuing beyond 3/31/11

Participating Employees: Business & Non-Profit Relations Manager

Sponsorship of Activity: Texas Public Radio

Number of Interns Participating in Program: 1

Description: This internship provided the participant with experience in Corporate Support activities including prospect development and making sales calls. The intern developed contact lists for potential clients and followed up with telephone calls to generate Business Member support.

5) During the reporting period, KPAC/KSTX/KTXI provided **training to key management personnel** on methods of ensuring equal employment opportunity and to prevent discrimination.

Occasion: HR&M Management Training Session for Management Team

Date: February 16, 2011

Participating: President/General Manager; Director of Finance & Administration; Director of Development; Director of Corporate Support and Community Outreach; Director of Classical Programming; Director of News/Talk Programming/Engineering & Technology; Business & Non-Profit Relations Manager; Music Director; News Director; Senior Accounting Specialist; Communications Specialist and the President of Human Resource & Management Services.

Description: Our outside HR counsel conducted a training session on discrimination laws, requirements for compliance with the laws, and related personnel matters.