

2019 Annual EEO Public File Report

Stations in the Employment Unit located in San Antonio, TX

<u>Station</u>	<u>Facility</u>	<u>Type</u>	<u>Community</u>
KPAC	65335	FM-NCE	San Antonio, TX
KSTX	65334	FM-NCE	San Antonio, TX
KTXI	77699	FM-NCE	Ingram, TX
KTPR	172898	FM-NCE	Stanton, TX
KVHL	173366	FM-NCE	Llano, TX
KTPD	173346	FM-NCE	Del Rio, TX
KCTI	24564	AM-NCE	Gonzales, TX

Date of Annual Report: March 31, 2019

Number of Full-Time Employees: More than 10

This report covers the period between April 1, 2018 and March 31, 2019. The information required by 47 C.F.R. 72.2080 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>
06/22/2018	BioScience & Medicine Reporter	2, 7, 11, 12, 14, 15	7
07/03/2018	Corporate Support Assistant	7, 8	8
07/09/2018	Marketing Project Manager	7, 9, 13	7
09/04/2018	Corporate Support Associate	1, 2, 4, 5, 6, 7	7
09/17/2018	News Director	2, 7, 9, 13	2
10/01/2018	Morning Edition/Fronteras Producer	7, 9, 11, 13	7
01/07/2019	Vice President of Development	2, 4, 5, 7	7
01/14/2019	Senior Broadcast Engineer	2, 3, 7, 10	10
03/18/2019	Membership Development Associate	2, 7, 9, 13	7
03/18/2019	Membership Database Manager	2, 7, 9, 13	7

Total Number of Persons Interviewed in the Preceding Year: **18**

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	Public Radio Association of Development Officers 4118 Autumn Ridge Drive Sugar Land, TX 77479 Jonathan Coke (jonathancoke@gmail.com) (281) 494-6577	N	0
2	Corporation for Public Broadcasting 401 9th St., NW Washington, DC 20004-2129 Attn: Personnel www.cpb.org/jobline (202) 879-9600	N	2
3	Texas Association of Broadcasters 502 E. 11th St., Suite 200 Austin, TX 78701 Craig Bean (craig@tab.org) www.tab.org (512) 322-9944	N	0
4	Current 6930 Carroll Ave., Suite 350 Tahoma Park, MD 20912 Kevin Donohue (kevin@kfmedia.com) www.current.org (443) 562-7171	N	0
5	Association of Fundraising Professionals San Antonio Chapter PO Box 15314 San Antonio, TX 78212-8514 Mary Downey (jobs@afpsanantonio.org) www.afpsanantonio.org (210) 408-8135	N	0

6	Texas Nonprofits PO Box 90509 San Antonio, TX 78209 txnp@txnp.org	N	0
7	Texas Public Radio Website 8401 Datapoint Drive, Suite 800 San Antonio, TX 78229-5903 Nathan Cone (nathan@tpr.org) www.tpr.org (210) 614-8977	N	12
8	On-Air Announcements Texas Public Radio 8401 Datapoint Drive, Suite 800 San Antonio, TX 78229-5903 Wayne Coble (wayne@tpr.org) www.tpr.org (210) 614-8977	N	1
9	TPR Twitter Feeds Texas Public Radio 8401 Datapoint Drive, Suite 800 San Antonio, TX 78229-5903 Nathan Cone (ncone@tpr.org) twitter.com/tprnews (210) 614-8977	N	0
10	Society of Broadcast Engineers 9102 N. Meridian St., Ste. 150 Indianapolis, IN 46260 www.sbe.org (317) 846-9000	N	1
11	NPR Southern Bureau E-Mail List National Public Radio Russell Lewis (800) 811-4624	N	0
12	SA Association of Hispanic Journalists SAAHJ Diane Fuentes (saahj2012@gmail.com)	N	0

13	TPR Facebook Texas Public Radio 8401 Datapoint Drive, Suite 800 San Antonio, TX 78229-5903 Nathan Cone (ncone@tpr.org) facebook.com/texaspublicradio (210) 614-8977	N	1
14	National Association of Science Writers PO Box 7905 Berkley, CA 94707 Tinsley Davis www.nasw.org (510) 647-9500	N	0
15	Indeed.com 6433 Champion Grandview Way, Bldg 1 Austin, TX 78750	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 **events sponsored by educational institutions** relating to career opportunities in broadcasting.

A) Occasion: Information Booth at NEISD CareerExpo

Date: April 24, 2018

Participating: News Producer (Jan Ross Piedad) &
Assistant to the CEO (Vanessa Seiler)

Sponsorship: North East Independent School District, San Antonio, TX

Description: Two representatives from Texas Public Radio manned an information booth at the 20th annual North East ISD Career and Technical Advisory Council CareerExpo. The expo was designed to inform middle and high school students of training, educational programs and career opportunities in many different fields. For many of the students, the event was the first step in determining the pathway needed to attain career goals. Texas Public Radio participated to share information about opportunities in broadcasting.

B) Occasion: Guest Speaker

Date: January 30, 2019

Participating: News Reporter (Joey Palacios)

Sponsorship: Texas A&M University, San Antonio, TX

Description: Reporter spoke to Lisa Krantz' class of approximately 15 students at Texas A&M San Antonio. The class focused on creating content in different forms of media. The reporter demonstrated how to create and build a radio story from start to finish.

C) Occasion: Guest Speaker

Date: February 8, 2019

Participating: News Reporter (Joey Palacios)

Sponsorship: San Antonio College, San Antonio, TX

Description: Reporter spoke to a group of 20+ students at San Antonio College as part of a panel on using social media for journalism. It was organized by the school's chapter of the Society of Professional Journalists and San Antonio's professional chapter.

D) Occasion: "Communication Day" Event – Guest Speaker

Date: February 22, 2019

Participating: VP, Cultural & Community Engagement (Nathan Cone)

Sponsorship: Trinity University, San Antonio, TX

Description: This annual event at Trinity University invites alumni working in the field of communication to share their stories with current students and offer career advice. A panel discussion was held in the afternoon, followed by individual one-on-one visits and a networking reception.

E) Occasion: Guest Speaker

Date: February 26, 2019

Participating: News Reporter (Joey Palacios)

Sponsorship: St. Mary's University, San Antonio, TX

Description: Reporter spoke to Professor Amanda Hill's class of 11 students at St. Mary's University. The class focused on media production. The reporter demonstrated how to create radio stories and use video in the process.

F) Occasion: Guest Speaker
Date: February 28, 2019
Participating: News Reporter (Paul Flahive)
Sponsorship: Trinity University, San Antonio, TX
Description: Reporter was a guest speaker in Professor Josie Liu's journalism class. A 45 minute talk was given on beat reporting and careers in broadcast journalism.

G) Occasion: "Communications Week" Event – Guest Speaker
Date: March 26, 2019
Participating: News Reporter (David Martin Davies)
Sponsorship: University of Texas at San Antonio, San Antonio, TX
Description: Reporter spoke to about 50 students about the past, present and future in the communications industry. Advice was offered on breaking into the business and moving into a personally fulfilling career.

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.

A) Internship: Marketing
Date: April 2018 through June 2018
Participating: VP Marketing & Communications (Bobby Salluce)
Sponsorship: Texas Public Radio
Interns: 3 interns participated in program
Description: Interns worked on digital strategies and design for marketing Texas Public Radio programming and live events.

B) Internship: Arts

Date: June 2018 through August 2018

Participating: VP Cultural & Community Engagement (Nathan Cone)

Sponsorship: Texas Public Radio

Interns: 1 intern participated in program

Description: Intern worked a full-time position, interviewing, recording and editing arts and cultural audio and video for broadcast and online posting.

C) Internship: Community Engagement

Date: September 2018 through October 2018

Participating: VP Cultural & Community Engagement (Nathan Cone)

Sponsorship: Texas Public Radio

Interns: 1 intern participated in program

Description: Intern researched best practices on surveying audience, then wrote, delivered and analyzed data based on response.

- 3) During the reporting period, the San Antonio Employment Unit of Texas Public Radio offered a **scholarship** in association with the Radio-Television Broadcasting program at San Antonio College. The Texas Public Radio 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 **other activities** designed by the station employment unit to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

A) Occasion: "When I Grow Up" Event

Date: August 11, 2018

Participating: News Anchor (Norma Martinez)

Sponsorship: Texas Public Radio

Description: "What do you want to be when you grow up?" It's a question full of possibility, hope, and wonder. It was also the inspiration for this summer's TPR family event, "When I Grow Up," featuring a host of mentors sharing their stories, tools, and experience with children and young teens at the San Antonio Garden Center. Texas Public Radio's morning news anchor was one of the speakers who gave an overview of a career in broadcast news.

B) Occasion: Radio & Television Broadcasting Advisory Committee

Date: March 29, 2019

Participating: Chief Development Officer (Janet Grojean) &
News Reporter (Joey Palacios)

Sponsorship: San Antonio College

Description: The Chief Development Officer of Texas Public Radio served on the Committee from 2013 until her retirement at the end of 2018. A TPR news reporter joined the group in 2017 and continues to serve on the Committee. This 20-person committee is composed of a select group of radio and television broadcasting professionals that have significant experience in industry standards and practices. The members of the RTVB Advisory Committee serve as experts in the field who help direct curriculum, suggest state of the art equipment for training and inform the staff on new developments or directions in the business, hiring trends and new skills that will make the students more hireable. Further, this direction intends to help graduate students of this program into proactive, productive, and engaging careers in the radio and television broadcasting industry.

C) Occasion: Job Shadowing

Date: Four Students from November 2018 through March 2019

Participating: News Reporter (Joey Palacios)

Sponsorship: Texas Public Radio

Description: November 4, 2018, Virginia Finster, a student at San Antonio College and reporter for the school's newspaper shadowed the TPR reporter for a class assignment while he covered the one-year anniversary of the Sutherland Springs shooting. On November 6, 2018, Lionel Ramos, a photography student at San Antonio College shadowed the reporter as a class assignment during coverage of the 2018 midterm elections. On March 12, 2019, Sarah Morgan, a student at San Antonio College shadowed the reporter during the Special Election for HD125 for a class assignment. And March 22, 2019, Geoffrey Hovatter, a student at San Antonio College, shadowed the TPR reporter for the day for a class assignment while covering the first debate between Mayor Ron Nirenberg and Greg Brockhouse.