

2017 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
 KTPD (FM-NCE), Del Rio, TX
 KCTI (AM-NCE), Gonzales, TX

Date of Annual Report: March 31, 2017

Number of Full-Time Employees: More than 10

This report covers the period between April 1, 2016 and March 31, 2017. 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
06/27/2016	Bioscience & Medicine Reporter	1, 10, 22, 40, 41, 42, 43, 45	1
07/11/2016	Reporter	1, 10, 22, 40, 41, 43	10
08/01/2016	Director of Membership	1, 2, 9, 10, 22, 26, 44	22
10/01/2016	Accounting Specialist	1, 22, 32, 46	1
10/01/2016	Technology & Entrepreneurship Reporter	1, 10, 22, 32, 37, 38, 42, 43	22
10/24/2016	Broadcast Engineer	1, 22, 32, 46	32
10/31/2016	Assistant Producer/TX Station Collaborative Coordinator	1, 10, 22, 32, 37, 38, 45, 46	22
01/03/2016	Morning Edition Host	1, 10, 22, 37, 38, 39, 47	1
02/13/2017	Director of Marketing & PR	1, 22, 40, 47	1

Total Number of Persons Interviewed in the Preceding Year: **32**

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	5
2	Public Media Business Association 7918 Jones Branch Drive, Suite 300 McLean, VA 22102 Rick Lehner rick@pbma.org www.pmba.org (703) 506-3260	N	0
9	Public Radio Association of Development Officers 4118 Autumn Ridge Drive Sugar Land, TX 77479 Jonathan Coke jonathancoke@gmail.com www.pradoweb.com (281) 494-6577	N	0
10	Corporation for Public Broadcasting 401 9 th St., NW Washington, DC 20004-2129 Attn: Personnel cmah@cpb.org www.cpb.org/jobline (202) 879-9600	N	6
22	Texas Public Radio Website 8401 Datapoint Dr., Suite 800	N	10

San Antonio, TX 78229-5903
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Nathan Cone
ncone@tpr.org
www.tpr.org
(210) 614-8977

26	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	N	1
32	TPR Twitter Feeds Texas Public Radio 8401 Datapoint Dr., Suite 800 San Antonio, TX 78229-5903 Nathan Cone ncone@tpr.org twitter.com/tprnews (210) 614-8977	N	1
37	NPR Southern Bureau E-Mail List NPR Russel Lewis (800) 811-4624 rdlewis@npr.org	N	0
38	SA Assoc. of Hispanic Journalists SAAHJ Diane Fuentes saahj@2012gmail.com (210) 957-3405	N	0
39	TPR Facebook Texas Public Radio 8401 Datapoint Dr., Suite 800	N	1

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40	Council for the Advancement of Science Writing CASW P.O. Box 910 Hedgesville, WV 25427 Ros Reid (304) 754-6786 www.casw.org diane@nasw.org	N	0
41	National Association of Science Writers NASW P.O. Box 7905 Berkeley, CA 94707 Tinsley Davis (510) 647-9500 webmaster@nasw.org	N	0
42	NPR Science Desk Joe Palca 1111 N. Capitol Street, NE Washington, DC 20002 www.npr.org	N	0
43	JournalismJobs.com info@journalismjobs.com (510) 508-7386	N	0
44	MemSys Herlick Data Systems Nick Herlick 1348 Magnolia Avenue Redlands, CA 92373 www.memsys.com (909) 798-2898	N	0
45	NPR Former Employees Facebook page Joyce Slocum	N	0

TPR
8401 Datapoint Drive, Suite 800
San Antonio, TX 78229
joyce@tpr.org
(210) 614-8977

46	Think. Public. Media. www.thinkpublicmedia.org Keith Wood (202) 513-3232 AREPS@LISTSERV2.NPR.ORG	N	0
47	Guidestar Community Manager DeLeon DeMicoli 1730 Pennsylvania Ave. NW, Suite 250 Washington, DC 20006 (800) 421-8656	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 **three 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: 2016 Career Day
University of the Incarnate Word, San Antonio, TX

Date: September 22, 2016

Participating: Director of Cultural & Community Engagement

B) Occasion: Mass Communications Job Fair
Texas State University, San Marcos, TX

Date: October 18, 2016

Participating: Director of Cultural & Community Engagement

C) Occasion: Public Media Village
NABJ/NAHJ Annual Convention & Career Fair
Washington, D.C.

Date: August 3 - 7, 2016

Participating: Virtual participation with TPR banner and informational materials in a 1600 square foot exhibition space, collaborating with 28 other radio, television and digital organizations to educate convention attendees about career opportunities in public media, resulting in the registration of 550 black and Hispanic journalists.

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, two students participated in TPR's internship program, and a third participated in the Bexar County Arts Intern Program.

A) Internship: Audio Production

Date: June 2016 through August 2016

Participating Employee: Director of Cultural and Community Engagement

Sponsorship of Activity: Texas Public Radio

Number of Interns Participating in Program: 1

Description: Intern assists in the recording and production of live events for TPR, including speeches, panel discussions, and on-site and in-studio music recording. Skills utilized include digital recording and editing, microphone use and technique, writing, and basic web editing.

B) Internship: Marketing Intern

Date: May 2016 through November 2016

Participating Employees: Director of Marketing and Public Relations

Sponsorship of Activity: Texas Public Radio

Number of Interns Participating in Program: 1

Description: Intern works closely with Director of Marketing to assist Texas Public Radio in its marketing and outreach efforts to the community. Typical job duties may include event planning and execution, contacting vendors, representing TPR at public events, drafting releases, designing graphics and assisting TPR with social media.

C) Internship: Classical Music Blog

Date: February 2017 through June 2017

Participating Employees: Director of Cultural and Community Engagement

Sponsorship of Activity: Texas Public Radio

Number of Interns Participating in Program: 1

Description: Intern contributes content to tprclassical.org by attending live performances, listening to new recordings, interviewing local and regional classical music artists, and producing written reports and/or reviews for publication online.

- 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.