

## 2018 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, 2018

Number of Full-Time Employees: More than 10

This report covers the period between April 1, 2017 and March 31, 2018. The information required by 47 C.F.R. 72.2080 is provided below.

### Full-Time Vacancy List

<b>Date of Hire</b>	<b>Job Title</b>	<b>Recruitment Sources Used to Fill Vacancy</b>	<b>Recruitment Source Referring Hiree</b>
4/10/2017	Membership Development Associate	1, 3	3
5/16/2017	Audience Services Associate	1, 3	3
7/17/2017	Reporter, Military Life & Veteran's Issues	1, 2, 3, 6, 9	2
9/25/2017	Accounting Clerk	3, 5, 8	3
10/4/2017	Corporate Support Specialist	3, 4, 8	4
10/30/2017	Digital Producer-Editor	2, 3, 7, 8, 10	2
11/8/2017	Reporter, Education	2, 3, 7, 8, 9, 10	2
12/18/2017	Editor	2, 3	3

Total Number of Persons Interviewed in the Preceding Year: **20**

## 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 Attn: 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	4
3	Texas Public Radio Website (tpr.org) 8401 Datapoint Dr., Suite 800 San Antonio, TX 78229-5903 Attn: Nathan Cone ncone@tpr.org (210) 614-8977	N	12
4	On-Air Announcements KPAC 88.3 FM & KSTX 89.1 FM 8401 Datapoint Dr, Ste 800 San Antonio, TX 78229-5903 Attn: Wayne Coble wayne@tpr.org (210) 614-8977	N	2
5	MGR Recruiters (www.mgrar.com) 901 NE Loop 410 Suite 425 San Antonio, TX 78209 Attn: Mark Goldman mgoldman@mgpersonnel.com (210) 826-8000	N	0

6	NPR Southern Bureau E-Mail List National Public Radio Attn: Russel Lewis rdlewis@npr.org (800) 811-4624	N	0
7	San Antonio Association of Hispanic Journalists Attn: Diane Fuentes saahj@2012gmail.com	N	0
8	TPR Facebook Texas Public Radio 8401 Datapoint Dr., Suite 800 San Antonio, TX 78229-5903 Attn: Nathan Cone ncone@tpr.org (210) 614-8977	N	1
9	JournalismJobs.com info@journalismjobs.com (510) 508-7386	N	0
10	NPR Former Employees Facebook Texas Public Radio 8401 Datapoint Drive, Suite 800 San Antonio, TX 78229 Attn: Joyce Slocum (210) 614-8977	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 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 our internship program.

### A) Internship: Arts

Date: June 2017 through August 2017

Participating Employee: Director of Cultural and Community Engagement

Sponsorship of Activity: Texas Public Radio and the 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 arts 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 Texas Public Radio material from the 1990s and follow-up interviews with the subjects involved in said programs.

### B) Internship: Audio Production

Date: November 2017 through December 2017

Participating Employee: Director of Cultural and Community Engagement

Sponsorship of Activity: Texas Public Radio

Number of Interns Participating in Program: 1

Description: Intern assisted in the recording and production of live events for Texas Public Radio, 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.

- 2) 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.
- 3) 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 4, 2018

Participants: All management level personnel

Sponsorship of Activity: Texas Public Radio

- B) Management level personnel participated in online sexual harassment training. The training with a video and review quiz was designed to help ensure Texas Public Radio management personnel understand the laws protecting employees from harassment in the workplace.

Date: March 15, 2018

Participants: Mandatory for all management level personnel

Sponsorship of Activity: Texas Public Radio

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

A) Occasion: "When I Grow Up" Career Fair Event – Guest Speaker  
San Antonio Garden Center, San Antonio, TX

Date: August 12, 2017

Participating: News Reporter (Paul Flahive)

Description: Spoke to youth aged 5-15 and their parents about radio journalism. More than 200 people attended the event.

B) Occasion: Eagle Pass High School – Students from Eagle Pass, TX  
Tour and Career Discussion at Texas Public Radio Studios

Date: October 23, 2017

Participating: News Reporters (Paul Flahive, Carson Frame, Joey Palacios)

Description: Reporters spoke to 20+ students, sharing their insights and perspectives on a working as a broadcast journalist. They addressed career opportunities in the broadcast field and passed on practical knowledge and advice concerning the real world of radio news.

C) Occasion: "Meet the Pros" Event – Guest Speaker  
Association for Women in Communications - San Antonio at  
San Antonio College, San Antonio, TX

Date: February 15, 2018

Participating: News Reporter (Joey Palacios)

Description: The annual event gives students and working professionals in the communications field a chance to network one-on-one. Our reporter spoke on a career in broadcast news, sharing insights and perspectives on his job as a broadcast journalist. Career opportunities in the broadcast field were discussed and practical knowledge and advice concerning the real world of radio news as passed on to attendees.

D) Occasion: Society of Professional Journalists - San Antonio Conference  
Guest Speaker at San Antonio College, San Antonio, TX

Date: February 22, 2018

Participating: News Reporter/Talk Show Producer (David Martin Davies)

Description: TPR reporter/producer spoke on creating your own career opportunities in the journalism field.

E) Occasion: University of Texas at San Antonio – Guest Speaker

Date: March 26, 2018

Participating: News Editor (Fernando Ortiz)

Description: Texas Public Radio's news editor, a graduate of UTSA's history program, was one of three graduates invited to return to address current students in Dr. Anne Hardgrove's history class. The speakers provided examples of how an expertise in history can inform and enrich different careers. From TPR's news editor they learned how easily and beautifully careers in history and journalism can intertwine.

F) Occasion: H-E-B School of Business Career Fair – Guest Speaker  
University of the Incarnate Word, San Antonio, TX

Date: March 27, 2018

Participating: Marketing Associate (Cyle Perez)

Description: Met and interacted with university students from various business disciplines about career opportunities at Texas Public Radio and career paths in radio and public media.

- 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.

Occasion: San Antonio College – Radio, Television & Broadcasting  
Advisory Committee

Date: March 2, 2018

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

Description: The Chief Development Officer for Texas Public Radio has served on the San Antonio College Radio Television Broadcasting Program Advisory Committee since 2013 and a TPR news reporter joined the group in 2017. This 20-person committee is composed of a select group of radio, television and film professionals that have significant experience in industry standards and practices. The members of the RTB 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, Television and Broadcasting industry. The most recent committee meeting occurred on March 2, 2018 and both Texas Public Radio representatives were in attendance.