

ICA Radio LTD
EEO Public File Report
615 N. Upper Broadway Ste 105
Corpus Christi, Texas 78401
361-814-3800

Employment Units: KPUS FM KKPN FM KAJE FM
Period: April 1, 2019 – March 31, 2020

I – Full Time Job Vacancies/Interviewee Data

Position	Date Filled	Total # of people interviewed	Sources which Referred Interviewee	Number of Interviewees per sources	Recruitment Sources ("RS")	RS Referring Hiree
1 Account Executive	10/28/19	6	#13 Employee Ref.	6	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,17	13
2 Account Executive	12/18/19	7	#17 Social Media	7	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,17	17
3 General Manager	11/4/19	9	#15 Texas Association of Broadcasters	9	15	15
Total		22		22		

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II – MASTER RECRUITMENT SOURCE LIST

RS #	Recruitment Source	Contact Person	Phone	# of Interviews Referred by RS over Reporting Period
1	Coastal Bend College Alice 704 Coyote Trail Alice, Texas 78332	Bernie Saenz bsaenz@coastalbend.edu	1-866-891-2981	0
2	Coastal Bend College Beeville 3800 Charco Rd Beeville, Texas 78102	Bernie Saenz bsaenz@coastalbend.edu	1-866-722-2838	0
3	Coastal Bend College Kingsville 1814 S. Brahama Blvd Kingsville, Texas 78363	Bernie Saenz bsaenz@coastalbend.edu	1-866-262-1615	0
4	Del Mar College 3209 S. Staples Corpus Christi, Texas 78415	Jennifer Gonzales jgonzales124@delmar.edu	361-698-1200	0
5	Texas A&M Kingsville 700 University Blvd Kingsville, Texas 78363	Lori Urbanovsky Lori.urbanovsky@tamuk.edu	361-593-2217	0

RS #	Recruitment Source	Contact Person	Phone	# of Interviews Referred by RS over Reporting Period
6	Texas A&M Islander 6300 Ocean Dr unit 5795 Corpus Christi, Texas 78412	Nancy Salinas nancy.salinas@tamucc.edu Career-services.tamucc.edu	361-825-2628	3
7	Southern Career Institute 2422 Airline Corpus Christi, Texas 78414	Student Services Amy Chevere achevere@scitexas.edu	361-857-5700	3
8	YWCA 4604 Corona Corpus Christi, Texas	Nancy Wesson Dodd ywcacc@ywcacc.org	361-857-5661	0
9	N.A.A.C.P. P.O. Box 2921 Corpus Christi, Texas 78403	Terry Mills	361-884-8541	0
10	Texas Workforce SOL of CB 5858 S.P.I.D. Corpus Christi, Texas 78412	Shelby Simms Shelby.simms@workforcesolutionscb.org	361-882-7491	0
11	Corpus Christi Chamber of Commerce 1501 Chaparral Corpus Christi, Texas 78401	Lucy Reta lreta@thechamber.org	361-881-1800	0
12	ICA Broadcasting 615 N. Upper Broadway Ste 105 Corpus Christi, Texas 78401	Lisa Rodriguez LRodriguez@icabroadcasting.com	361-814-3800	3
13	Employee Referral	Lisa Rodriguez LRodriguez@icabroadcasting.com	361-814-3800	1
14	Walk In	Lisa Rodriguez LRodriguez@icabroadcasting.com	361-814-3800	1
15	Texas Association of Broadcasters	www.tab.org/job-bank		9
16	Public Service Announcements	Lisa Rodriguez lrodriguez@icabroadcasting.com	361-814-3800	0

RS #	Recruitment Source	Contact Person	Phone	# of Interviews Referred by RS over Reporting Period
17	Social Media	Dave Ross Dross@icabroadcasting.com	361-814-3800	2

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Statement of Supplemental EEO Outreach Activities:

A) Participation in a Job Fair

On 8/6/19, ICA Radio Business Manager participated in the Job Fair at the Holiday Inn. I spoke to attendees about job openings and career opportunities at Ica Radio.

On 9/10/19, ICA Radio Business Manager participated at the Education Fair at Texas A&M Kingsville. I spoke to attendees about job openings and career opportunities at Ica Radio.

On 3/5/20 ICA Radio Business Manager participated in the All Major Career Expo at Texas A&M Corpus Christi. Visited with the attendees about different career opportunities at ICA Radio.

B) Establishment of an internship programs, and other programs designed to assist members of the community to acquire skills needed for broadcast employment.

ICA Radio LTD offers internships managed by Dave Ross, Operations Manager, to local college and university students. He teaches interns in the programming department giving the students hands on experience and skills that will help them work in radio.

C) Establishment of training programs and mentoring programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

ICA Radio LTD established training and mentoring programs for the staff. Both programs enable an employee to acquire skills that could qualify them for higher level positions within the organization. The program is individualized and the training and mentoring is designed to fit the needs and desires of the employee and is on-going.

D) Participation in other activities. (Menu option #16)

ICA Radio LTD airs fifteen second public service announcements for community organizations to further the goal of disseminating information as to employment opportunities. These announcements air a minimum of once per day on KAJE, KKPN and KPUS radio stations.

For Questions or concerns regarding EEO report, please contact:

Lisa Rodriguez/Business Manager
ICA Broadcasting, LLC
361-814-3800