

2020 Annual EEO Public File Report

Stations in the Employment Unit located in San Antonio, TX

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, 2020

Number of Full-Time Employees: More than 10

This report covers the period between April 1, 2019, and March 31, 2020. The information required by 47 C.F.R. 73.2080 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>
05/20/2019	Digital News Producer	10, 22, 37, 43	43
06/17/2019	Digital Marketing Coordinator	10, 22, 39, 48, 49, 50, 51	22
09/10/2019	Director of Membership	6, 10, 22, 39, 52, 53	53
11/17/2019	Vice President of Finance	2, 10, 22, 26, 50, 51, 53, 54	22
12/2/2019	Events Manager	10, 22, 47, 50, 51, 53	22
12/30/2019	Corporate Sponsorship Coordinator	10, 22, 47, 50, 51, 53	22
02/24/2020	Podcast Producer	10, 22, 37, 39, 43, 45, 50	10

Total Number of Persons Interviewed in the Preceding Year: **27**

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>
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
6	KUT-FM 300 W Dean Keeton St (A0704) Austin, TX 78712-1061 Melanie Blackman mblackman@klru.org www.kut.org (512) 471-1631	N	0
10	Corporation for Public Broadcasting 401 9th St, NW Washington, DC 20004-2129 Attn: Personnel www.cpb.org/jobline (202) 879-9600	N	2
22	Texas Public Radio Website 4007 McCullough Ave., #613 San Antonio, TX 78212 Nathan Cone nathan@tpr.org www.tpr.org (210) 614-8977	N	16

26	<p>On-Air Announcements KPAC 88.3 FM/KSTX 89.1 FM 4007 McCullough Ave., #613 San Antonio, TX 78212 Wayne Coble wayne@tpr.org www.tpr.org (210) 614-8977</p>	N	2
37	<p>NPR Southern Bureau E-Mail List National Public Radio Russell Lewis (800) 811-4624</p>	N	0
39	<p>TPR Facebook Texas Public Radio 4007 McCullough Ave., #613 San Antonio, TX 78212 Nathan Cone nccone@tpr.org</p>	N	1
43	<p>JournalismJobs.com info@journalismjobs.com (510) 508-7386</p>	N	3
45	<p>NPR Former Employees Facebook page Joyce Slocum Texas Public Radio 4007 McCullough Ave., #613 San Antonio, TX 78212 (210) 614-8977</p>	N	0
47	<p>Indeed.com www.indeed.com/hire</p>	N	0
48	<p>Public Relations Society of America -- San Antonio Cassandra Miranda, President cassandra.miranda@nisd.net</p>	N	0

49	Geekdom Job Board 110 E. Houston, #700 San Antonio, TX 78205 (210) 373-6730 www.jobs.geekdom.com	N	1
50	Glassdoor www.glassdoor.com (888)355-9323	N	0
51	LinkedIn www.linkedin.com	N	0
52	Greater Public 401 North 3rd Street, Suite 601 Minneapolis, MN 55401 www.greaterpublic.org Jay Clayton, Consultant (800) 454-2314	N	0
53	SimplyHired 2711 Centerville Road, Suite 400 Wilmington, DE 19808 www.simplyhired.com	N	2
54	San Antonio CPA Society 901 NE Loop 410, Ste. 420 San Antonio, TX 78209 www.sacpasociety.com (888) 828-8680	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 **co-sponsored a job fair** with organizations in the business and professional community whose membership includes substantial participation of women and minorities.

A) Occasion: Public Media Village job fair at the joint conference of Excellence in Journalism, National Association of Hispanic Journalists, RTDNA and Society of Professional Journalists in San Antonio, Texas.

Date: September 5, 2019

- 2) 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: Guest Speaker

Date: April 6, 2019

Participating: News Reporter (Bonnie Petrie)

Sponsorship: SciComm Board, an initiative by the Stem Advocacy Institute

Description: Reporter was a speaker at the SciComm South 2019 conference on writing for radio.

B) Occasion: Guest Speaker

Date: October 28, 2019

Participating: News Reporter (Joey Palacios)

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

Description: Reporter spoke to 20+ students pursuing media and communications degrees about newsroom operations and how best to prepare themselves for a career in media.

C) Occasion: "Career Day" Event – Guest Speaker

Date: November 21, 2019

Participating: News Producer (Kim Johnson)

Sponsorship: Brentwood Middle School, San Antonio, TX

Description: Producer spoke to two cohorts of students about career opportunities in media.

- 3) 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, eight students participated in the Texas Public Radio internship program, and two students participated in the Bexar County Arts Intern Program.

A) Internship: Legislative News Fellowship

Date: January 2019 through May 2019

Participating Employees: News Director (Dan Katz), State Collaborative Coordinator (Jan Ross Piedad) and Capitol Correspondent (Ryan Poppe)

Sponsorship of Activity: Texas Public Radio

Number of Interns Participating in Program: 2

Description: The student fellows are assigned to cover hearings, rallies and press conferences at the Texas State Capitol twice a week during the 86th Texas legislature. Fellow-generated content for air is edited and distributed to public radio stations across the state.

B) Internship: Audio Production

Date: June 2019 through August 2019

Participating Employee: Vice President of Cultural & Community Engagement (Nathan Cone)

Sponsorship of Activity: Bexar County Arts Intern Program

Number of Interns Participating in Program: 1

Description: Intern assists 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.

C) Internship: General News Intern

Date: January 2020 through May 2020

Participating Employees: News Director (Dan Katz), Assistant News Director/Anchor (Steve Short) and Reporter (Joey Palacios)

Sponsorship of Activity: Texas Public Radio

Number of Interns Participating in Program: 1

Description: Intern works closely with the TPR news staff to research, write, and produce material for broadcast, social media and online. Intern assists news staff with research and other department projects.

- 4) During the reporting period, the San Antonio Employment Unit of Texas Public Radio offered 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.
- 5) 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 3, 2019

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.