

2021 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), Stanton, TX
KVHL (FM-NCE), Llano, TX
KTPD (FM-NCE), Del Rio, TX
KCTI (AM-NCE), Gonzales, TX

Date of Annual Report: March 31, 2021

Number of Full-Time Employees: More than 10

This report covers the period between April 1, 2020, and March 31, 2021. 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
06/01/2020	Laredo Border Reporter	10, 22, 39, 47, 51	22
06/01/2020	Hill Country Reporter	10, 22, 39, 47, 51	22
6/08/2020	Weekend Anchor/Reporter	10, 22, 26, 39	26
06/22/2020	Associate Digital News Reporter	22, 39, 47, 51	22
09/08/2020	Membership Development Associate	10, 22, 39, 51	10
11/04/2020	Corporate Support Account Executive	10, 22, 26, 39	22
12/30/2020	Broadcast Engineer	10, 22, 26, 36, 37, 39, 50	36
01/29/2021	Vice President of Technology & Operations	10, 22, 26, 36, 39, 47, 51, 55	10

Total Number of Persons Interviewed in the Preceding Year: **21**

Master Recruitment Source List

RS	RS Information	Source Entitled to Vacancy Notification*	Number of Interviewees Referred by RS over 12 Month Period
10	Corporation for Public Broadcasting	N	2
	401 9th St, NW		
	Washington, DC 20004-2129		
	Attn: Personnel		
	www.cpb.org/jobline		
	(202) 879-9600		
22	Texas Public Radio Website	N	10
	321 W. Commerce Street		
	San Antonio, TX 78205		
	Nathan Cone		
	nathan@tpr.org		
	www.tpr.org		
	(210) 614-8977		
26	On-Air Announcements	N	2
	KPAC 88.3 FM/KSTX 89.1 FM		
	321 W. Commerce Street		
	San Antonio, TX 78205		
	Nathan Cone		
	nathan@tpr.org		
	(210) 614-8977		
36	Society of Broadcast Engineers	N	2
	9102 N. Meridian St., Ste. 150		
	Indianapolis, IN 46260		
	www.sbe.org		
	(317) 846-9000		
37	NPR Southern Bureau List	N	0
	NPR		
	Russell Lewis		
	(800) 811-4624		
	rlewis@npr.org		

39	TPR Facebook	N	1
	Texas Public Radio		
	321 W. Commerce Street		
	San Antonio, TX 78205		
	Nathan Cone		
	ncone@tpr.org		
43	JournalismJobs.com	N	2
	info@journalismjobs.com		
	(510) 508-7386		
45	NPR Former Employees Facebook Page	N	0
	Joyce Slocum		
	TPR		
	321 W. Commerce Street		
	San Antonio, TX 78205		
	(210) 614-8977		
47	Indeed.com	N	0
	www.indeed.com/hire		
50	Glassdoor	N	0
	www.glassdoor.com		
	(888) 355-9323		
51	LinkedIn	N	0
	www.linkedin.com		
53	Simplyhired	N	0
	2711 Centerville Rd., Ste.400		
	Wilmington, DE 19808		
	www.simplyhired.com		
55	Tech Bloc	N	0
	www.satechbloc.com		
	Ileana Gonzalez		
	ileana@satechbloc.com		
	(832) 768-9349		

Broad Outreach and Initiatives

- 1) 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: Current.org Public Media Virtual Career Fair

Date: March 31, 2021

Participating: News Operation Producer (Jan Ross Piedad) and News Director (Dan Katz)

Sponsorship: Texas Public Radio

Description: 47 public media organizations across the country participate in a virtual career fair. Texas Public Radio hosted a virtual booth to speak with potential recruits in a group setting, as well as one-on-one.

B) Occasion: Texas A&M University San Antonio Class

Date: September 3, 2020

Participating: Reporter (Joey Palacios)

Description: Joey spoke to a class of approximately a dozen students about journalism careers, what a reporter does on a daily basis, and some of his recent work. The instructor was Lisa Krantz.

C) Occasion: San Antonio College Class

Date: September 18, 2020

Participating: Reporter (Joey Palacios)

Description: Joey spoke to a San Antonio class on photography and news reporting as part of a speaker series about journalism. There were approximately a dozen students in attendance. The instructor was Tricia Buchhorn.

D) Occasion: San Antonio College Advisory Board

Date: March 22, 2021

Participating: Reporter (Joey Palacios)

Description: Joey served on the advisory board for San Antonio College's radio, television, and film department. The board serves as a committee to inform the school and instructors about changes in the industry and what should be expected of new college graduates.

E) Public Media Village Booth at NABJ/NAHJ

Date: November 21, 2020

Participating: News Operation Producer (Jan Ross Piedad) and News Director (Dan Katz)

Sponsorship: Texas Public Radio

Description: Dozens of public media organizations around the country participated in a virtual career fair to discover new talent and showcase the work of their journalists.

F) AAJA Career Fair

Date: 8/12/20

Participating: News Operation Producer (Jan Ross Piedad) and News Director (Dan Katz)

Sponsorship: Texas Public Radio

Description: The Asian American Journalists Association held a virtual career fair.

- 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, six students participated in the Texas Public Radio internship program.

A) Internship: General News Intern

Date: May 2020 through August 2020

Participating Employees: News Director (Dan Katz), Assistant News Director/Anchor (Steve Short), and Digital News Producer (Bri Kirkham)

Sponsorship of Activity: Texas Public Radio

Number of Interns Participating in Program: 3

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.

B) Internship: Marketing Intern

Date: May 2020 through August 2020

Participating Employees: Vice President of Marketing & Communications (Bobby Salluce), Digital Marketing Coordinator (Donna Rob Martinez) and Marketing Project Manager (Cyle Perez)

Sponsorship of Activity: Texas Public Radio

Number of Interns Participating in Program: 1

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

C) Internship: Audio Production

Date: June 2019 through May 2020

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

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 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.