

ICA Radio LTD
EEO Public File Report
615 N. Upper Broadway St., Suite #105
Corpus Christi, Texas 78401-0703
Phone: 361-814-3800
Employment Units: KPUS-FM KKPN-FM KAJE-FM
Period: April 1, 2020 – March 31, 2021

I – Full Time Job Vacancies/Interviewee Data

Position	Date Filled	Number of Interviewees per sources	Recruitment Sources (RS)	RS Referring Hiree
1. Account Executive	10/1/20	2	1,2,3,4,5,6,7,8,9,10, 11,12,13,14,15,16,17	6
2. Account Executive	8/14/20	1	1,2,3,4,5,6,7,8,9,10, 11,12,13,14,15,16,17	6
3. Account Executive	9/30/20	1	1,2,3,4,5,6,7,8,9,10, 11,12,13,14,15,16,17	13
Total		8		

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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	866-891-2981	0
2	Coastal Bend College Beeville 3800 Charco Rd Beeville, Texas 78102	Bernie Saenz bsaenz@coastalbend.edu	866-722-2838	0
3	Coastal Bend College Kingsville 1814 S. Brahma Blvd Kingsville, Texas 78363	Bernie Saenz bsaenz@coastalbend.edu	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
6	Texas A&M Islander 6300 Ocean Dr unit 5795 Corpus Christi, Texas 78412	Nancy Salinas nancy.salinas@tamucc.edu www.Career-services.tamucc.edu	361-825-2628	3

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RS #	Recruitment Source	Contact Person	Phone	# of Interviews Referred by RS over Reporting Period
7	Southern Career Institute 2422 Airline Corpus Christi, Texas 78414	Student Services Amy Chevere achevere@scitexas.edu	361-857-5700	0
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	1
10	Texas Workforce Solutions of Coastal Bend 5858 S.P.I.D. Corpus Christi, Texas 78412	Shelby Simms Shelby.simms@workforcesolutionscb.org	361-882-7491	1
11	Corpus Christi Chamber of Commerce 1501 Chaparral Corpus Christi, Texas 78401	Lucy Reta lreta@thecchamber.org	361-881-1800	0
12	ICA Broadcasting 615 N. Upper Broadway St. Suite #105 Corpus Christi, Texas 78401-0703	Stephanie Silguero SSilguero@icabroadcasting.com	361-814-3800	0
13	Employee Referral	Stephanie Silguero SSilguero@icabroadcasting.com	361-814-3800	3
14	Walk In	Stephanie Silguero SSilguero@icabroadcasting.com	361-814-3800	0

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RS #	Recruitment Source	Contact Person	Phone	# of Interviews Referred by RS over Reporting Period
15	Texas Association of Broadcasters	www.tab.org/job-bank		0
16	Public Service Announcements	Stephanie Silguero SSilguero@icabroadcasting.com	361-814-3800	0
17	Social Media	Dave Ross Dross@icabroadcasting.com	361-814-3800	0

*Indicates sources that have requested notification of job openings

Statement of Supplemental EEO Outreach Activities:

A) Participation in a Job Fair

From 8/21/20-11/24/20 ICA Radio participated in the TAMU-CC Career Services Job Development Internship Program (JDIP) where we offered 3 paid internships to students in the communication field from Texas A&M University Corpus Christi during the fall semester.

On 3/2/21 ICA Radio participated in the Virtual Internship & Part-time Job Expo at Texas A&M Corpus Christi, attended by management who had responsibility in making hiring decisions for all departments at ICA Radio. Participation included Zoom calls 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.

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ICA Radio LTD offers internships to TAMU-CC, Del Mar Community College and Southern Careers Institute. Management who has responsibility in making hiring decisions for all departments at ICA Radio, trains interns in the programming and business departments giving the students hands on experience and skills that will help them work in radio or professional environment.

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 non-sales 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. In the last year, the General Manager has mentored two production staff members and the traffic manager in the recruitment of new business. This program has proved to be successful in generating new talents and invaluable members to our team.

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: Stephanie Silguero
Business Manager,
ICA Radio LTD
SSilguero@icabroadcasting.com
361-814-3800

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