

KBUC, KURV
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Marketing Consultant	1-7	2

KBUC, KURV
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Indeed 7501 North Capital of Texas Highway Building B Austin, Texas 78731 Phone : 800 462 5842 Url : www.indeed.com Job Online Manual Posting	N	3
2	Radio United Career Site 1300 N 10th Street, Suite 220-i McAllen, TX 78501 Phone : 956 992 8895 Url : www.radiounited.com Irene Noriega Manual Posting	N	1
3	Radio United Job Board 1300 N 10th Street, Suite 220-i McAllen, TX 78501 Phone : (956) 992-8895 Angela Pina Manual Posting	N	0
4	Radio United LLC On Air Announcements 1300 N 10th Street, Suite 220-i McAllen, TX 78501 Angela Pina Manual Posting	N	0
5	South Texas College 3201 W Pecan McAllen, Texas 78501 Phone : 956-872-6400 Url : http://www.southtexascollege.edu Career Services Manual Posting	N	0
6	Texas Association of Broadcasters 502 E 11th St. Suite 200 Austin, Texas 78501 Phone : 512-322-0522 Url : http://www.tab.org Craig Bean Manual Posting	N	0

KBUC, KURV
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	UTRGV 1201 W University Dr Edinburg, Texas 78539 Phone : 956-665-2244 Url : https://www.myinterfase.com/utrgv/employer/home.as Celia Castaneda Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			4

KBUC, KURV

EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/19/2023	Participation in events or programs sponsored by educational institutions	Our SEU participated South Texas College Career Expo. It was attended by our IT/Engineering Assistant and Business Manager. Our SEU interacted with students and other attendees and discuss information in regards to careers in the radio industry, how our company operates and job opportunities available.	2	*IT/Engineering assistant *Business Manager
2	Ongoing Event	Establishment of training programs for station personnel	During this reporting period, our SEU offered training to help full-time promotions team members to gain skills outside of their job description to advance in their careers. The company CEO started a session of training once a month to develop a new generation of employees and help them to learn the fundamentals levels of management, such as planning organizing, leading, and controlling. Part of the training includes participation of team members in the weekly managers' meeting to interact, understand & develop their knowledge of management. These sessions started in April 2023 and will continue until the end of 2024.	2	*Promotions Street Team Leader *Promotions Coordinator
3	8/19/2023	Participation in events sponsored by organizations representing the community	Our SEU held the "Back to School Bash" at the Simon Mall Plaza in McAllen. Our SEU, along with other sponsors, provided to kids and parents not only school supplies for the students, but had the opportunity for the public to be aware of all open positions within our company and job opportunities in the industry.	1	*Business Manager
4	10/6/2023	Participation in events or programs sponsored by educational institutions	During this period, our SEU took part of the UTRGV Edinburg Career and Internship Expo. It was attended by the Director of Sales and Business Manager, who interacted with graduates and current students interested in the radio industry. Discussed careers and job opportunities with the industry and our company.	2	*Director of Sales *Business Manager

KBUC, KURV
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	3/1/2024	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Spring 2024 UTRGV Edinburg Career and Internship Expo. It was attended by the Business Manager and Brand Activation Ambassador. They interacted with students, graduates and other attendees, providing information about different careers in the Radio Industry, how the broadcasting industry has evolved and job opportunities available within our company.	2	*Business Manager *Brand Activation Ambassador
6	3/21/2024	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Idea College Preparatory Career Fair. It was attended by On Air Talent and Street Team Leader. They interacted with students, teachers and other attendees, discussing careers and opportunities in radio, our business and new industry trends.	2	*On Air Talent *Promotions Street Team Leader