**I – Full Time Job Vacancies/Interviewee Data**

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

**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**](mailto:bsaenz@coastalbend.edu) | **866-891-2981** | **0** |
| **2** | **Coastal Bend College Beeville**  **3800 Charco Rd**  **Beeville, Texas 78102** | **Bernie Saenz**  [**bsaenz@coastalbend.edu**](mailto:bsaenz@coastalbend.edu) | **866-722-2838** | **0** |
| **3** | **Coastal Bend College Kingsville**  **1814 S. Brahama Blvd**  **Kingsville, Texas 78363** | **Bernie Saenz**  [**bsaenz@coastalbend.edu**](mailto:bsaenz@coastalbend.edu) | **866-262-1615** | **0** |
| **4** | **Del Mar College**  **3209 S. Staples**  **Corpus Christi, Texas 78415** | **Jennifer Gonzales**  [**jgonzales124@delmar.edu**](mailto:jgonzales124@delmar.edu) | **361-698-1200** | **0** |
| **5** | **Texas A&M Kingsville**  **700 University Blvd**  **Kingsville, Texas 78363** | **Lori Urbanovsky**  [**Lori.urbanovsky@tamuk.edu**](mailto: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**](mailto:nancy.salinas@tamucc.edu)  [**www.Career-services.tamucc.edu**](http://www.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**](mailto:achevere@scitexas.edu) | **361-857-5700** | **0** |
| **8** | **YWCA**  **4604 Corona**  **Corpus Christi, Texas** | **Nancy Wesson Dodd**  [**ywcacc@ywcacc.org**](mailto: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**](mailto: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**](mailto: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**](mailto:SSilguero@icabroadcasting.com) | **361-814-3800** | **0** |
| **13** | **Employee Referral** | **Stephanie Silguero**  [**SSilguero@icabroadcasting.com**](mailto:SSilguero@icabroadcasting.com) | **361-814-3800** | **3** |
| **14** | **Walk In** | **Stephanie Silguero**  [**SSilguero@icabroadcasting.com**](mailto:SSilguero@icabroadcasting.com) | **361-814-3800** | **0** |
| **15** | **Texas Association of Broadcasters** | [**www.tab.org/job-bank**](http://www.tab.org/job-bank) |  | **0** |
| **16** | **Public Service Announcements** | **Stephanie Silguero**  [**SSilguero@icabroadcasting.com**](mailto:SSilguero@icabroadcasting.com) | **361-814-3800** | **0** |
| **17** | **Social Media** | **Dave Ross**  [**Dross@icabroadcasting.com**](mailto:Dross@icabroadcasting.com) | **361-814-3800** | **0** |

**\*Indicates sources that have requested notification of job openings**

**Statement of Supplemental EEO Outreach Activities:**

1. ***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.

1. ***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 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.

From August 2020-November 2020 ICA Radio participated in the TAMU-CC Career Services Job Development Internship Program (JDIP) where we interviewed for two paid internships. Ultimately choosing three students to intern during the fall semester. The students came from communication & business background at Texas A&M University Corpus Christi.

1. ***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.

1. ***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**](mailto:SSilguero@icabroadcasting.com)

**361-814-3800**