

**ICA Radio LTD**  
**EEO Public File Report**  
555 N Carancahua St., Suite 1120  
Corpus Christi, Texas 78401  
Phone: 361-814-3800  
**Employment Units: KPUS-FM KKPN-FM KAJE-FM**  
**Period: April 1, 2025 – March 31, 2026**

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

<b>Position</b>	<b>Date Filled</b>	<b>Number of Interviewees per position</b>	<b>Recruitment Sources (RS)</b>	<b>RS Referring Hire</b>
<b>1. Office Assistant</b>	<b>2/11/25</b>	<b>1</b>	<b>11,12,13,14,15,16</b>	<b>13</b>
<b>2. Account Executive</b>	<b>2/27/25</b>	<b>3</b>	<b>1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16</b>	<b>12</b>
<b>3. Office Assistant</b>	<b>10/17/25</b>	<b>2</b>	<b>6,11,12,13</b>	<b>6</b>
<b>4. Promotions Director</b>	<b>3/11/26</b>	<b>1</b>	<b>6,11,12,13,14,16</b>	<b>12</b>
<b>Total</b>		<b>7</b>		

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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	Career Service Online <a href="http://www.coastalbend.edu/cso">www.coastalbend.edu/cso</a>	866-891-2981	0
2	Coastal Bend College Beeville 3800 Charco Rd Beeville, Texas 78102	Career Service Online <a href="http://www.coastalbend.edu/cso">www.coastalbend.edu/cso</a>	866-722-2838	0
3	Coastal Bend College Kingsville 1814 S. Brahma Blvd Kingsville, Texas 78363	Career Service Online <a href="http://www.coastalbend.edu/cso">www.coastalbend.edu/cso</a>	866-262-1615	0
4	Del Mar College 3209 S. Staples Corpus Christi, Texas 78415	Handshake <a href="http://www.joinhandshake.com">www.joinhandshake.com</a>	361-698-1200	0
5	Texas A&M Kingsville 700 University Blvd Kingsville, Texas 78363	Handshake <a href="http://www.joinhandshake.com">www.joinhandshake.com</a>	361-593-2217	0
6	Texas A&M Islander 6300 Ocean Dr unit 5795 Corpus Christi, Texas 78412	Handshake <a href="http://www.joinhandshake.com">www.joinhandshake.com</a>	361-825-2628	1
7	Southern Career Institute 2422 Airline Corpus Christi, Texas 78414	Student Services Amy Chevere <a href="mailto:achevere@scitexas.edu">achevere@scitexas.edu</a>	361-857-5700	0

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RS #	Recruitment Source	Contact Person	Phone	# of Interviews Referred by RS over Reporting Period
8	Goodwill Employment Services 4135 Ayers St. Corpus Christi, Texas 78415	Job Connections Center <a href="http://www.goodwillsouthtexas.com/job-connections-center">www.goodwillsouthtexas.com/job-connections-center</a>	361-884-4068	0
9	Texas Workforce Solutions of Coastal Bend 520 N Staples St. Corpus Christi, TX 78401	Shelby Simms <a href="mailto:Shelby.simms@workforcesolutionscb.org">Shelby.simms@workforcesolutionscb.org</a>	361-882-7491	1
10	Corpus Christi Chamber of Commerce 1501 Chaparral Corpus Christi, Texas 78401	Gloria Fuentes <a href="mailto:gloria@thecchamber.org">gloria@thecchamber.org</a>	361-881-1800	0
11	ICA Broadcasting 615 N. Upper Broadway Suite #105 Corpus Christi, Texas 78401-0703	Kelly Trevino <a href="mailto:kmorgan@icabroadcasting.com">kmorgan@icabroadcasting.com</a>	361-814-3800	2
12	Employee Referral	Kelly Trevino <a href="mailto:kmorgan@icabroadcasting.com">kmorgan@icabroadcasting.com</a>	361-814-3800	2
13	PSA	Kelly Trevino <a href="mailto:kmorgan@icabroadcasting.com">kmorgan@icabroadcasting.com</a>	361-814-3800	2
14	Texas Association of Broadcasters	Job Bank <a href="http://www.tab.org/job-bank">www.tab.org/job-bank</a>	512-322-9944	0
15	Social media	Kelly Morgan <a href="mailto:kmorgan@icabroadcasting.com">kmorgan@icabroadcasting.com</a>	361-814-3800	3
16	Linked In	Kelly Morgan <a href="mailto:kmorgan@icabroadcasting.com">kmorgan@icabroadcasting.com</a>	361-814-3800	4

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

**Statement of Supplemental EEO Outreach Activities:**

**A) Establishment of internship programs, and other programs designed to assist members of the community to acquire skills needed for broadcast employment.**

ICA Radio LTD in the past has offered internships to TAMU-CC, Del Mar 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. This year we utilized the SEAL intern program from Workforce Development.

**B) 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 sales and non-sales staff, enabling employees 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 production staff members and sales team, giving them more responsibility in programming and sales. This program has proved to be successful in generating new talents and invaluable members to our team.

**C) Participation in other activities. (Menu option #13)**

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ICA Radio LTD airs (:15 & :30 & liners) 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: Kelly Trevino  
General Manager,  
ICA Radio LTD  
[kmorgan@icabroadcasting.com](mailto:kmorgan@icabroadcasting.com)  
361-814-3800**