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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Position** | **Date Filled** | **Number of Interviewees per position** | **Recruitment Sources (RS)** | **RS Referring Hiree** |
| **1. Account Executive** |  | **0** | **1,2,3,4,5,6,7,8,9,10,****11,12,13,14,15,16** |  |
| **Total** |  | **0** |  |  |

**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. Brahama 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**](http://www.Career-services.tamucc.edu) | **361-825-2628** | **0** |
| **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** | **Texas Workforce Solutions of Coastal Bend****5858 S.P.I.D.****Corpus Christi, Texas 78412** | **Shelby Simms****Shelby.simms@workforcesolutionscb.org** | **361-882-7491** | **0** |
| **10** | **Corpus Christi Chamber of Commerce****1501 Chaparral****Corpus Christi, Texas 78401** | **Lucy Reta****lreta@thecchamber.org** | **361-881-1800** | **0** |
| **11** | **ICA Broadcasting** **615 N. Upper Broadway St. Suite #105****Corpus Christi, Texas 78401-0703** | **Stephanie Silguero****SSilguero@icabroadcasting.com** | **361-814-3800** | **0** |
| **12** | **Employee Referral** | **Stephanie Silguero****SSilguero@icabroadcasting.com** | **361-814-3800** | **0** |
| **13** | **PSA** | **Stephanie Silguero****SSilguero@icabroadcasting.com** | **361-814-3800** | **0** |
| **14** | **Texas Association of Broadcasters** | **Dave Ross**[**www.tab.org/job-bank**](http://www.tab.org/job-bank) | [**(512) 322-9944**](https://www.google.com/search?q=tab%20of%20south%20texas&rlz=1C1CHBF_enUS963US963&oq=tab+of+south+texas&aqs=chrome..69i57.7439j0j7&sourceid=chrome&ie=UTF-8&tbs=lf:1,lf_ui:2&tbm=lcl&rflfq=1&num=10&rldimm=7234765872519783634&lqi=ChJ0YWIgb2Ygc291dGggdGV4YXNI-u-giZiCgIAIWh4QABABEAIYARgDIhJ0YWIgb2Ygc291dGggdGV4YXOSARthc3NvY2lhdGlvbl9vcl9vcmdhbml6YXRpb26qARQQASoQIgx0YWIgb2Ygc291dGgoAA&ved=2ahUKEwiLrtnCxen2AhW5kWoFHVnkDf0QvS56BAgbEAE&rlst=f) | **0** |
| **15** | **Social Media** | **Dave Ross****Dross@icabroadcasting.com** | **361-814-3800** | **0** |
| **16** | **Linked In** | **Dave Ross****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***

On September 9, 2021, ICA Radio Corpus Christi held a Job Fair from 1pm-6pm at the Richard M Borchard Regional Fairgrounds and received several resumes.

On March 10, 2022, ICA Radio participated in a high school job fair exclusively as the only radio broadcast group to be invited. We used this opportunity to encourage a career in radio broadcast and invite students to apply as part-time help.

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 in the past has offered 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. This year we did not utilize the internship programs.

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, enabling 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 production staff members and ultimately giving them more responsibility in scheduling music and establishing relationships with music representatives. This program has proved to be successful in generating new talents and invaluable members to our team.

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

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**