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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Position** | **Date Filled** | **Number of Interviewees per position** | **Recruitment Sources (RS)** | **RS Referring Hiree** |
| **1. Account Executive** | **5/2/23** | **3** | **1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16** | **4** |
| **2. Operation Manager** | **7/11/23** | **2** | **9,10,12,14,15,16** | **14** |
| **3. Account Executive** | **12/23/23** | **1** | **6,7,9,10,11,12,13,14** | **11** |
| **4. General Manager** | **12/23/24** | **9** | **11,12,14,16** | **11** |
| **5. Account Executive** | **12/23/23** | **1** | **6,7,9,10,11,12,13,14** | **11** |
| **6. Operation Manager** | **1/15/24** | **2** | **6,7,9,10,11,12,13,14** | **9** |
| **7. Traffic Manager** | **2/5/24** | **1** | **11** | **11** |
| **8. Account Executive** | **3/19/24** | **1** | **11,12,13,14,15,16** | **11** |
| **Total** |  | **20** |  |  |

**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**[**www.coastalbend.edu/cso**](http://www.coastalbend.edu/cso) | **866-891-2981** | **0** |
| **2** | **Coastal Bend College Beeville****3800 Charco Rd****Beeville, Texas 78102** | **Career Service Online**[**www.coastalbend.edu/cso**](http://www.coastalbend.edu/cso) | **866-722-2838** | **0** |
| **3** | **Coastal Bend College Kingsville****1814 S. Brahama Blvd****Kingsville, Texas 78363** | **Career Service Online**[**www.coastalbend.edu/cso**](http://www.coastalbend.edu/cso) | **866-262-1615** | **0** |
| **4** | **Del Mar College****3209 S. Staples****Corpus Christi, Texas 78415** | **Handshake**[**www.joinhandshake.com**](http://www.joinhandshake.com) | **361-698-1200** | **0** |
| **5** | **Texas A&M Kingsville****700 University Blvd****Kingsville, Texas 78363** | **Handshake**[**www.joinhandshake.com**](http://www.joinhandshake.com) | **361-593-2217** | **0** |
| **6** | **Texas A&M Islander****6300 Ocean Dr unit 5795****Corpus Christi, Texas 78412** | **Handshake**[**www.joinhandshake.com**](http://www.joinhandshake.com) | **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** | **Goodwill Employment Services****4135 Ayers St.****Corpus Christi, Texas 78415** | **Job Connections Center**[**www.goodwillsouthtexas.com/job-connections-center**](http://www.goodwillsouthtexas.com/job-connections-center) | **361-884-4068** | **0** |
| **9** | **Texas Workforce Solutions of Coastal Bend****520 N Staples St.****Corpus Christi, TX 78401** | **Shelby Simms****Shelby.simms@workforcesolutionscb.org** | **361-882-7491** | **1** |
| **10** | **Corpus Christi Chamber of Commerce****1501 Chaparral****Corpus Christi, Texas 78401** | **Gloria Fuentes****gloria@thecchamber.org** | **361-881-1800** | **1** |
| **11** | **ICA Broadcasting** **615 N. Upper Broadway Suite #105****Corpus Christi, Texas 78401-0703** | **Kelly Trevino****kmorgan@icabroadcasting.com** | **361-814-3800** | **5** |
| **12** | **Employee Referral** | **Kelly Trevino****kmorgan@icabroadcasting.com** | **361-814-3800** | **3** |
| **13** | **PSA** | **Stephanie Silguero****SSilguero@icabroadcasting.com** | **361-814-3800** | **0** |
| **14** | **Texas Association of Broadcasters** | **Job Bank**[**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) | **8** |
| **15** | **Social media** | **Stephanie Silguero****ssilguero@icabroadcasting.com** | **361-814-3800** | **0** |
| **16** | **Linked In** | **Kelly Morgan****kmorgan@icabroadcasting.com** | **361-814-3800** | **1** |

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

**Statement of Supplemental EEO Outreach Activities:**

1. ***Participation in a Job Fair***

On July 19, 2023, ICA Radio Corpus Christi held a Job Fair from 10:00am-1:00 pm at the American Bank Center and received several resumes.

On February 21, 2024, ICA Radio Corpus Christi held a Job Fair from 10:30am-3:30pm at the Del Mar College Center for Economic Development and received several resumes.

1. ***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.

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 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.

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

ICA Radio LTD airs (:15 & :30) 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**