

KORA (FM), KTAM (AM), KJXJ (FM), KBXT (FM), KAPN (FM)
EEO PUBLIC FILE REPORT
April 1, 2015 to March 31, 2016

I. VACANCY LIST

See Section II, the “**Master Recruitment Source List**” (“**MRS**L”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill	RS Referring Hiree
Business Manager	1, 22, 26, 33, 35, 36	1
Lead Telemarketer	22, 26, 33, 35, 36	35
Air Talent	1, 6, 8, 9, 20, 33, 35, 39, 42, 43	35

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

	Recruitment Source	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by Source over 12-month period
1	Texas Association of Broadcasters Job Bank 502 E. 11 th Street Suite 200 Austin, TX 78701 512-322-9944 Craig Bean, craig@tab.org http://www.tab.org/	No	6
2	Radio Advertising Bureau 1320 Greenway Dr Suite 500 Irving, TX 75038 1-800-998-5158, 972-753-6756 Marv Levy - mlevy@rab.com http://www.rab.com/	No	0
3	Houston Ad Federation PO Box 27592 Houston, TX 77227 http://www.aad-houston.org	No	0
4	American Women in Radio & Television Austin Texas Chapter PO Box 2684 Austin, TX 78768 awrtaustin@hotmail.com http://www.awrtaustin.org/jobs.htm	No	0
5	American Women in Radio & Television Houston Texas Chapter PO Box 980908 Houston, TX 77098 http://www.awrthouston.org/en/jobs	No	0
6	Texas A&M University Career Center, Debbie Gau 209 Koldus, 1233 TAMU College Station, TX 77843 979-845-5139 employer@careercenter.tamu.edu http://careercenter.tamu.edu & http://hireaggies.com	No	0
7	TAMU Speech Communications Dr. Nancy Street Department of Communication Texas A&M University 4234 TAMU College Station, TX 77843-4234 n-street@tamu.edu	No	0

	Recruitment Source	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by Source over 12-month period
8	Blinn College Job Placement Office 2423 Blinn Blvd PO Box 6030 Bryan, Texas 77805 979-209-7542 careers@blinn.edu http://www.collegecentral.com/blinncollege/	No	0
9	Sam Houston State University Career Services AB IV, Ste. 210 Box 2238 - SHSU Huntsville, TX 77341 careerservices@shsu.edu http://myinterfase.com/shsu/employer	No	0
10	Baylor University – Telecommunications Div. Lillian Roundtree Burlison Hall, RM 110 Waco, TX 76798 http://www.baylor.edu/careerservices/	No	0
11	Prairie View A&M Career Services P O Box 519 Prairie View, TX 77446-0519 Shadia_washington@pvamu.edu	No	0
12	University Of Texas College of Communications 1 University Station A0900 Austin, TX 78712 (512)471.9421 ccsrecruit@austin.utexas.edu http://hiretexas.utexas.edu http://communication.utexas.edu/ccs	No	0
13	University Of Houston Career Center 4800 Calhoun Houston, TX 77204-3241 http://www.career.uh.edu/	No	0
14	Texas Southern University Career Center 3100 Cleburne Houston, TX 77004 colvindd@tsu.edu http://www.tsu.edu/pages/1645.asp https://www.myinterfase.com/tsu/EMPLOYER	No	0
15	American Business Women’s Association BCS Charter Chapter Lina Lawson P O Box 9218 College Station, TX 77801	No	0

	Recruitment Source	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by Source over 12-month period
16	LULAC-League of United Latin American Citizens Diana Cerda 1717 Groesbeck #96 Bryan, TX 77803 979-822-7086	No	0
17	The Hispanic Forum of Bryan/College Station P.O. Box 6392 Bryan, Texas 77805 http://hispanicforumbcs.org/	No	0
18	Brazos County NAACP Ann Boney President 3203 Bethany Drive Bryan, TX 77803-0801 979-778-9974	No	0
19	SOS Ministries JJ Ramirez PO Box 2866 Bryan, TX 77805 979-775-5357 http://www.saveourstreetsministries.org/	No	0
20	Workforce Solutions Brazos Valley PO Box 4128 3991 East 29 th Street Bryan, TX 77802 http://www.bvjobs.org	No	0
21	American Classifieds 923 South Texas Ave Bryan, TX 77803 979-822-7899	No	0
22	The Eagle Classified Ads & Press Release 1729 Briarcrest Drive Bryan, TX 77805 http://www.theeagle.com/Classifieds/Search/Employment	No	2
23	The Battalion Classified Ads & Press Release The Grove, Bldg. 8901 Texas A&M University 979-845-0569 979-845-2678 fax	No	0
24	La Voz Hispana Newspaper PO Box 1774 Bryan, TX 77806 979-822-0503	No	0
25	BCS Chamber of Commerce 4001 East 29 th Street, Suite 175 Bryan, TX 77805 979-260-5200 http://www.bschamber.org/ http://www.bschamber.org/JobBoard	No	0
26	Aggieland Help Wanted Website http://aggielandhelpwanted.com	No	26

	Recruitment Source	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by Source over 12-month period
27	KBTX TV Job Search http://www.kbtx.com/jobsearch	No	0
28	All Access Website Job Listings http://www.allaccess.com	No	0
29	TV and Radio Jobs Website http://tvandradiojobs.com	No	0
30	Music Jobs USA Website http://us.music-jobs.com	No	0
31	FMQB Website http://www.fmqb.com	No	0
32	Radio Info Website http://www.radio-info.com/	No	0
33	Brazos Valley Communications Radio Station On Air Announcements KORA-KTAM-KJXJ-KBXT-KAPN 1240 E. Villa Maria Rd Bryan, TX 77802 http://www.brazosradio.com/employment	No	3
34	Brazos Valley Communications Radio Station Website KORA-KTAM-KJXJ-KBXT-KAPN 1240 E. Villa Maria Rd Bryan, TX 77802 http://www.brazosradio.com/employment	No	0
35	Word-of-Mouth Referral	No	5
36	Walk In / Self -Referral	No	2
37	Texas State University-San Marcos Allison Birk, Career Advisor Career Services 601 University Dr., LBJ Student Center, Suite 5-7.1 San Marcos, TX 78666-4616 ph 512.245.2645; fax 512.245.0356 www.careerservices.txstate.edu	No	0
38	American Broadcasting School Michelle McConnell Campus/Job Placement Director 712 N. Watson Road, Ste. 200 Arlington, TX 76011 (817) 695-2474 or (817) 695-2838 (FAX) michelle@radioschool.com	No	0

39	Radio Online Website http://radio-online.com	No	0
40	Radio +Television Business Report Website http://rbr.com/	No	0
41	Radio Ink Magazine Website http://www.radioink.com/	No	0
42	Country Air Check Website https://www.countryaircheck.com/	No	0
43	All Access http://www.allaccess.com/	No	3
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			47

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in job fair / Sponsor job fair	<p>1. On March 23, 2016 our employment unit participated in the Marketing and Professional Selling Career Fair at Baylor University. Station General Manager, Business Manager, and Promotions were on site discussing job opportunities, accepting resumes, and interviewing attendees.</p> <p>2. On April 8, 2015, our SEU participated in the Bryan College Station Chamber of Commerce Job Fair at the College Station Hilton. Station Business Manager and General Manager were on site discussing job opportunities, interviewing candidates, and accepted resumes. SEU was a media sponsor of the Job Fair and promoted the event on air on all of its stations.</p> <p>3. On April 16, 2015, our SEU participated in Workforce Solutions Brazos Valley HYPE – Helping Youth Prepare for Employment Career Expo at the Brazos County Expo Complex. Our Business Manager was on site discussing job opportunities in broadcasting, interviewing attendees, and accepting resumes.</p> <p>4. On November 4, 2015, SEU helped promote a job fair for Bryan-College Station Chamber of Commerce by promoting the event with radio announcements on SEU stations. SEU General Manager, Business Manager, and Promotions Manager were on site discussing job opportunities in broadcasting, interviewing attendees, and accepting resumes.</p>

2	Host community event/program which promotes employment in the broadcast industry	<p>1. On April 26, 2015, our SEU hosted Radio Alegria's Dia Del Nino event in our community. In preparation for this event, our SEU recruited and trained thirty student volunteers from Texas A&M University and Bryan Collegiate High School to conduct station outreach. Acting as ambassadors for our SEU, the students were exposed to station personnel, broadcast operations and learned first-hand the value broadcasting provides to the community.</p> <p>2. During December 4-7, 2015, our SEU hosts an annual toy drive, Radio M*A*S*H (make a smile happen). A critical and unique part of this annual event includes recruiting and offering three hundred nineteen (319) community volunteers the opportunity to participate in the event and ten (10) community volunteers to acquire board operator training for the related remote broadcasts held daily throughout the event.</p>
3	Internet Job Bank, Job Outreach	<p>1. Founding partners of local job site with Bryan Broadcasting and Suddenlink Cable which we continue to promote daily on-air on each of SEU's radio stations and each website. Internet job bank is ...Aggielandhelpwanted.com.</p>
4	Scholarship Programs	<p>1. During this reporting period, our SEU participated in the to the Texas Association of Broadcasters' Texas Broadcasters' Education Foundation scholarship program, which provides scholarships to students majoring in broadcast media and telecommunications. TBEF annually awards scholarships to outstanding students pursuing a degree in broadcast journalism, production or engineering at universities, colleges and technical schools across the state of Texas. Scholarships include one \$5,000 scholarship and eight \$2,000 scholarships. Our SEO helped promote the program by providing information on types and number of TBEF scholarships available during job fairs that we attended, ran on-air announcements with scholarship information, and supported the program with a financial contribution.</p>

<p>5 Providing training to station personnel enabling them to acquire skills to qualify for higher-level positions</p>	<p>1. SEU sent General Manager and four Account Executives to attend the Texas Association of Broadcast Convention August 2015 in Austin. Attendees participated in workshops designed to enhance participant's skills in making more effective sales presentations, improved prospecting, and leadership training for advancement in the broadcast industry.</p>
<p>6 Establish training program designed to enable station personnel to acquire skills that could qualify them for higher level positions</p>	<p>1. General Manager integrates training components into weekly meetings: Program Meetings specifically focus on improved on-air delivery, more effective communication and emotional connection techniques in relating with station's listeners, and critical skills necessary to advance careers in radio programming. Sales and marketing meetings focus on training designed for better managing relationships with customers, improved copy writing, client promotional brain storming in identifying steps to improve customer's business.</p> <p>2. Our SEU paid tuition fee in amount of \$328.00 for our Promotion Director's continuation of college credit in Intermediate Spanish I (3rd year Spanish) for the (Fall Semester (August – October, 2015) semester at Midland College.</p>