

**KORA-FM, KTAM(AM), KJXJ(FM), KBXT(FM), KAPN(FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2016 to March 31, 2017**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources  (“RS”) Used to Fill</b>	<b>RS Referring Hiree</b>
Account Executive	20-22	21
Afternoon Drive/KORA KJXJ Music Director	1-20, 23-26	26

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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	<b>Texas Association of Broadcasters</b> Job Bank 502 E. 11 <sup>th</sup> Street Suite 200 Austin, TX 78701 512-322-9944 Craig Bean, <a href="mailto:craig@tab.org">craig@tab.org</a> <a href="http://www.tab.org/">http://www.tab.org/</a>	No	1
2	<b>Radio Advertising Bureau</b> 1320 Greenway Dr Suite 500 Irving, TX 75038 1-800-998-5158, 972-753-6756 Jean Hetherington - <a href="mailto:Jhetherington@rab.com">Jhetherington@rab.com</a> <a href="http://www.rab.com/">http://www.rab.com/</a>	No	0
3	<b>Houston Ad Federation</b> PO Box 27592 Houston, TX 77227 <a href="http://www.aad-houston.org">http://www.aad-houston.org</a>	No	0
4	<b>Alliance for Women in Media – Austin Affiliate</b> <a href="http://www.awmaustin.org">www.awmaustin.org</a>	No	0
5	<b>Media Alliance of Houston</b> PO Box 980908 Houston, TX 77098 Monica Rose – <a href="mailto:monica.rose@abc.com">monica.rose@abc.com</a> <a href="http://www.mediaalliancehouston.org">www.mediaalliancehouston.org</a>	No	0
6	<b>Texas A&amp;M University</b> Career Center, Debbie Gau 209 Koldus, 1233 TAMU College Station, TX 77843 979-845-5139 <a href="mailto:employer@careercenter.tamu.edu">employer@careercenter.tamu.edu</a> <a href="http://careercenter.tamu.edu">http://careercenter.tamu.edu</a> & <a href="http://hireaggies.com">http://hireaggies.com</a>	No	0
7	<b>TAMU Speech Communications</b> Dr. Nancy Street Department of Communication Texas A&M University 4234 TAMU College Station, TX 77843-4234 <a href="mailto:n-street@tamu.edu">n-street@tamu.edu</a>	No	0

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

	<b>Recruitment Source</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by Source over 12-month period</b>
15	<b>The Battalion</b> Classified Ads & Press Release The Grove, Bldg. 8901 Texas A&M University 979-845-0569 979-845-2678 fax	No	0
16	<b>La Voz Hispana Newspaper</b> PO Box 1774 Bryan, TX 77806 979-822-0503	No	0
17	<b>BCS Chamber of Commerce</b> 4001 East 29 <sup>th</sup> Street, Suite 175 Bryan, TX 77805 979-260-5200 <a href="http://www.bschamber.org/">http://www.bschamber.org/</a> <a href="http://www.bschamber.org/JobBoard">http://www.bschamber.org/JobBoard</a>	No	0
18	<b>TV and Radio Jobs Website</b> <a href="http://tvandradiojobs.com">http://tvandradiojobs.com</a>	No	0
19	<b>Music Jobs USA Website/Media Match</b> <a href="http://us.music-jobs.com">http://us.music-jobs.com</a>	No	0
20	<b>Brazos Valley Communications</b> Radio Station Website KORA-KTAM-KJXJ-KBXT-KAPN 1240 E. Villa Maria Rd Bryan, TX 77802 <a href="http://www.brazosradio.com/employment">http://www.brazosradio.com/employment</a>	No	6
21	<b>Word-of-Mouth Referral</b>	No	1
22	<b>Walk In / Self –Referral</b>	No	6
23	<b>American Broadcasting School Michelle</b> McConnell Campus/Job Placement Director 712 N. Watson Road, Ste. 200 Arlington, TX 76011 (817) 695-2474 or (817) 695-2838 (FAX) <a href="mailto:michelle@radioschool.com">michelle@radioschool.com</a>	No	0
24	<b>Radio Online Website</b> <a href="http://radio-online.com">http://radio-online.com</a>	No	0

	<b>Recruitment Source</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by Source over 12-month period</b>
25	<b>Country Air Check Website</b> <a href="https://www.countryaircheck.com/">https://www.countryaircheck.com/</a>	No	0
26	<b>All Access</b> <a href="http://www.allaccess.com/">http://www.allaccess.com/</a>	No	1
27	<b>BCS Chamber of Commerce Spring Job Fair</b>	No	0
28	<b>BCS Chamber of Commerce Fall Job Fair</b>	No	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			15

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Participate in job fair / sponsor job fair	<p>1. On April 28, 2016, our SEU participated in the Bryan/ College Station Chamber of Commerce Spring Job Fair at the College Station Hilton. Station participants included our Business Manager and Promotions Director, who were on-site discussing job opportunities and accepting résumés. SEU also served as a media sponsor of the Job Fair.</p> <p>2. On April 7, 2016, our SEU participated in Workforce Solutions Brazos Valley HYPE (Helping Youth Prepare for Employment) Career Expo at the Brazos County Expo Complex. Station participants included our Promotions Director, KORA Program Director, and a Senior Account Exec., who were on-site to discuss job opportunities in broadcasting and answer questions. SEU also served as a media sponsor of the Career Fair.</p> <p>3. On June 29, 2016, our SEU participated in Workforce Solutions Brazos Valley Independence Day Job Fair. Our SEU promoted and broadcast live from the job fair, providing participants the opportunity to observe a live remote broadcast, and interact with local air talent. Station participants included a Senior Account Manager and KORA music director.</p> <p>4. On October 19, 2016, our SEU participated in the Youth to Career Fair. Our promotions staff was on-site to share information on job opportunities and information about broadcast careers to local junior high students.</p> <p>5. On November 2, 2016, our SEU participated in the Bryan/ College Station Chamber of Commerce Fall Job Fair at the Brazos Center. Station participants included our Business Manager and an Account Executive/On-Air Personality, who were on-site to discuss job opportunities, answer questions about broadcasting, and accept résumés. We also served as a media sponsor of the Job Fair.</p> <p>6. On March 29, 2017, our SEU participated in the Blinn College Career Fair. Station participants included our Business Manager and KORA PD, who were on-site to answer questions, discuss current openings, and accept</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
2	Host community event/program which promotes employment in the broadcast industry.	<p>1. On April 24, 2016, our SEU hosted Radio Alegria's Dia Del Nino event for our local community. In preparation for this event, our SEU recruited and trained 30 student volunteers from Texas A&amp;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. On Dec 1-5, 2016, our SEU hosted Radio M*A*S*H (make a smile happen) an annual toy drive for our local community. As part of this annual event our SEU recruits over 300 community volunteers to help collect, sort, and distribute toys. 10+ local volunteers are recruited to obtain board operator training for the remote broadcasts held daily throughout the event.</p>
3	Participation in job bank and/or internet programs to promote outreach generally	Our SEU is a founding partner of local job site Aggieland Help Wanted with Bryan Broadcasting and Suddenlink Cable, which aggregates job postings in our local community to one website. SEU promotes the site daily on air on each of our stations, as well as on station websites.
4	Scholarship programs	Our SEU is a contributor to the Texas Association of Broadcasters Education Foundation, providing 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 \$5000 scholarship and eight \$3000 scholarships. During this reporting period, our SEU promoted these scholarships on-air and on station websites and contribute financially.

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
5	Provide training to station personnel enabling them to acquire the skills to qualify for higher-level positions	<p>1. SEU sent General Manager and five Account Executives to attend the Texas Association of Broadcasters Convention in Austin, August 2016. 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>2. General Manager integrates training components into weekly programming, sales, and marketing meetings:</p> <p>Programming meetings specifically focus on improved on-air delivery, more effective communication and emotional connection techniques to relate to station's listeners, and critical skills necessary to advance careers in radio programming.</p> <p>Sales and Marketing meetings focus on training designed to better manage customer relations, improved copywriting, client promotional brainstorming, and identifying ways to improve customer's business.</p>