

KORA (FM), KTAM (AM), KJXJ (FM), KBXT (FM), KAPN (FM)
EEO PUBLIC FILE REPORT
April 1, 2017 to March 31, 2018

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill	RS Referring Hiree
Account Executive	1, 17, 20, 22, 26-28, 30	22
Account Executive	1, 17, 20, 26-28, 30	20
KORA Program Director	1, 17, 20-21, 25-28, 31	31
KORA Morning Drive Co-Host	1, 17, 20-21, 25-28	21

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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	1
2	Radio Advertising Bureau 1320 Greenway Dr Suite 500 Irving, TX 75038 1-800-998-5158, 972-753-6756 Jean Hetherington - Jhetherington@rab.com http://www.rab.com/	No	0
3	Houston Ad Federation PO Box 27592 Houston, TX 77227 http://www.aaf-houston.org	No	0
4	Alliance for Women in Media – Austin Affiliate www.awmaustin.org	No	0
5	Media Alliance of Houston PO Box 980908 Houston, TX 77098 Monica Rose – monica.rose@abc.com www.mediaalliancehouston.org	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 Burleson 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/ www.thedailycougar.com - classifieds	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

	Recruitment Source	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by Source over 12-month period
15	The Battalion Classified Ads & Press Release The Grove, Bldg. 8901 Texas A&M University 979-845-0569 979-845-2678 fax	No	0
16	La Voz Hispana Newspaper PO Box 1774 Bryan, TX 77806 979-822-0503	No	0
17	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	1
18	TV and Radio Jobs Website http://tvandradiojobs.com	No	0
19	Music Jobs USA Website/Media Match http://us.music-jobs.com	No	0
20	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	1
21	Word-of-Mouth Referral	No	4
22	Walk In / Self –Referral	No	1
23	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
24	Radio Online Website http://radio-online.com	No	0

	Recruitment Source	Source Entitled to Vacancy Notification ? (Yes/No)	No. of Interviewees Referred by Source over 12-month period
25	Country Air Check Website https://www.countryaircheck.com/	No	0
26	All Access http://www.allaccess.com/	No	10
27	Workforce Solutions – Brazos Valley P O Drawer 4128 3991 East 29 th Street Bryan TX 77805 Sherry.saxby@bvcog.org	No	0
28	Aggielandhelpwanted.com RegionalHelpWanted.com P O Box 319 Mt. Zion IL 62549 Dale Mulder – Media Director dale.mulder@regionalhelpwanted.co	No	2
29	BCS Chamber of Commerce Spring Job Fair	No	0
30	BCS Chamber of Commerce Fall Job Fair	No	6
31	Internal transfer/Promotion	No	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			27

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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 April 27, 2017, our employment unit participated in the Bryan/ College Station Chamber of Commerce Spring Job Fair at the College Station Hilton. Station Business Manager and a Senior Account Executive were on-site discussing job opportunities and accepting resumes. Our employment unit was a media sponsor of the Job Fair.</p> <p>2. On April 12, 2017, our employment unit participated in Workforce Solutions Brazos Valley HYPE (Helping Youth Prepare for Employment) Career Expo at the Brazos County Expo Complex. Station Promotions Director, KORA Program Director, and a Senior Account Exec. were on-site to discuss job opportunities in broadcasting and answer questions. Our employment unit was a media sponsor of the Career Fair.</p> <p>3. On July 5, 2017, our employment unit participated in Workforce Solutions Brazos Valley Independence Day Job Fair. Our employment unit Promoted and Broadcast live from the job fair, providing participants the opportunity to observe a live remote broadcast, and interact with local air talent.</p> <p>4. On October 18, 2017 our employment unit Participated in the Youth to Career Fair. Our Promotions Director and staff were on-site to share information on job opportunities and information about Broadcast careers to local Junior High Students.</p> <p>5. On November 16, 2017, our employment unit participated in the Bryan/ College Station Chamber of Commerce Fall Job Fair at the Brazos Center. Our station Business Manager and a Senior Account Executive were on-site to discuss job opportunities, answer questions about broadcasting, and accept résumés. Our employment unit was also a media sponsor of the Job Fair.</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 30, 2017, our employment unit hosted Radio Alegria’s Dia Del Nino event for our local community. In preparation for this event, our employment unit recruited and trained 30 student volunteers from Texas A&M University and Bryan Collegiate High School to conduct station outreach. Acting as ambassadors for our employment unit, the students were exposed to station management and personnel who answered questions and discussed broadcast career opportunities, broadcast operations, and learned first-hand the value broadcasting provides to the community.</p> <p>2. On November 30-December 4, 2017 our employment unit 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 employment unit 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	<p>1. Our employment unit is a founding partner of local job site Aggieldand Help Wanted with Bryan Broadcasting and Suddenlink Cable which aggregates job postings in our local community to one website. Our employment unit promotes daily on air on each of our stations, as well as on our station websites.</p>

4	Scholarship Programs	<p>Our employment unit participates with 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. Our stations promote these scholarships on-air, on station websites, and disseminate information about the scholarships at job fairs and other student attended events.</p>
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<p>5 Providing Training to station personnel enabling them to acquire the skills to qualify for higher-level positions</p>	<p>1. Our employment unit sent our General Manager and five Account Executives to attend the Texas Association of Broadcasters Convention in Austin, August 9-10, 2017. 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. Our employment unit General Manager integrates training components into weekly programming, sales, and marketing meetings: 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. Our employment unit General Manager discusses and teaches skills necessary to advance to next level management positions within the broadcast community.</p>