

**KORA (FM), KTAM (AM), KJXJ (FM), KBXT (FM), KAPN (FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2018 to March 31, 2019**

**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	1, 17, 20-22, 26-28, 30	21
Traffic Director	1, 20, 27-30, 32	32

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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	0
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.aaf-houston.org">http://www.aaf-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

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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 Burleson 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> <a href="http://www.thedailycougar.com">www.thedailycougar.com</a> - classifieds	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

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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.beschamber.org/">http://www.beschamber.org/</a> <a href="http://www.beschamber.org/JobBoard">http://www.beschamber.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	0
21	<b>Word-of-Mouth Referral</b>	No	1
22	<b>Walk In / Self –Referral</b>	No	0
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

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25	Country Air Check Website <a href="https://www.countryaircheck.com/">https://www.countryaircheck.com/</a>	No	0
26	All Access <a href="http://www.allaccess.com/">http://www.allaccess.com/</a>	No	0
27	Workforce Solutions – Brazos Valley P O Drawer 4128 3991 East 29 <sup>th</sup> Street Bryan TX 77805 <a href="mailto:Sherry.saxby@bvcog.org">Sherry.saxby@bvcog.org</a>	No	0
28	Aggielandhelpwanted.com RegionalHelpWanted.com P O Box 319 Mt. Zion IL 62549 Dale Mulder – Media Director <a href="mailto:dale.mulder@regionalhelpwanted.co">dale.mulder@regionalhelpwanted.co</a>	No	0
29	The Eagle 1729 Briarcrest Drive Bryan TX 77802 Kristi Lester <a href="mailto:Kristi.Lester@theeagle.com">Kristi.Lester@theeagle.com</a>	No	0
30	BCS Chamber of Commerce Spring Job Fair	No	1
31	BCS Chamber of Commerce Fall Job Fair	No	0
32	Internal transfer/Promotion	No	1
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>3</b>

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Participate in job fair / Sponsor job fair	<p>1. April 18, 2018, our SEU participated in Workforce Solutions Brazos Valley HYPE (Helping Youth Prepare for Employment) Career Expo at the Brazos County Expo Complex. Promotions Director, KORA Program Director, and a Senior Account Exec. were on-site to discuss job opportunities in broadcasting and answer questions. SEU was a media sponsor of the Career Fair.</p> <p>2. April 26, 2018, our SEU participated in the Bryan/ College Station Chamber of Commerce Spring Job Fair at the College Station Hilton. Business Manager and a Senior Account Executive were on-site discussing job opportunities and accepting résumés. SEU was a media sponsor of the Job Fair.</p> <p>3. July 3, 2018, 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.</p> <p>4. Our SEU Participated in the Youth to Career Fair October 17, 2018. Promotions staff were on-site to share information on job opportunities and information about Broadcast careers to local Junior High Students.</p> <p>5. November 14, 2018, our SEU participated in the Bryan/ College Station Chamber of Commerce Fall Job Fair at the Brazos Center. Station Business Manager and a Senior Account Executive were on-site to discuss job opportunities, answer questions about broadcasting, and accept résumés. We were also a media sponsor of the Job Fair.</p>

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	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
2	Host Community event/program which promotes employment in the broadcast industry.	<p>1. On April 29, 2018, 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. November 29-December 3, 2018 our SEU hosts 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	Participate in event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting	<p>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. Stations promote these scholarships on-air and on station websites.</p> <p>During the reporting period, SEU donated \$1,000 to Texas Association of Broadcasters' Education Foundation scholarship program.</p>

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<p>4 Providing Training to station personnel enabling them to acquire the skills to qualify for higher-level positions</p>	<ol style="list-style-type: none"><li>1. SEU sent General Manager and five Account Executives to attend the Texas Association of Broadcasters Convention in Austin, August 1-2, 2018. 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.</li><li>2. 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.  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, and provide training and leadership developmental skills for career advancement.</li></ol>
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