

**KORA-FM, KTAM(AM), KBXT(FM), KAPN(FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2019-March 31, 2020**

**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 Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1, 11, 13-14, 20-21, 26	26
Director of IT/Radio Traffic/Production	1, 5-6, 10-11, 13-14, 20-21	14
Morning Drive Co-Host	1, 11, 13-14, 18-21, 26	26

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS #	Recruitment Source	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by Source over Reporting 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>Alliance for Women in Media – Austin Affiliate</b> <a href="http://www.awmaustin.org">www.awmaustin.org</a>	No	0
4	<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
5	<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
6	<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
7	<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
8	<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

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9	<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
10	<b>La Voz Hispana Newspaper</b> PO Box 1774 Bryan, TX 77806 979-822-0503	No	0
11	<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
12	<b>TV and Radio Jobs Website</b> <a href="http://tvandradijobs.com">http://tvandradijobs.com</a>	No	0
13	<b>Station Website Posting (one or more SEU stations)</b> <a href="http://www.brazosradio.com/employment">http://www.brazosradio.com/employment</a>	No	0
14	<b>Word-of-Mouth Referral</b>	No	1
15	<b>Walk-In/Self –Referral</b>	No	0
16	<b>American Broadcasting School</b> Michelle 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
17	<b>Radio Online Website</b> <a href="http://radio-online.com">http://radio-online.com</a>	No	0
18	<b>Country Air Check Website</b> <a href="https://www.countryaircheck.com/">https://www.countryaircheck.com/</a>	No	0
19	<b>All Access</b> <a href="http://www.allaccess.com/">http://www.allaccess.com/</a>	No	2
20	<b>Workforce Solutions – Brazos Valley</b> 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
21	<b>Aggielandhelpwanted.com</b> 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

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<b>RS #</b>	<b>Recruitment Source</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by Source over Reporting Period</b>
22	<b>The Eagle</b> 1729 Briarcrest Drive Bryan TX 77802 Kristi Lester <a href="mailto:Kristi.Lester@theeagle.com">Kristi.Lester@theeagle.com</a>	No	0
23	<b>BCS Chamber of Commerce/Spring Job Fair</b>	No	0
24	<b>BCS Chamber of Commerce/Fall Job Fair</b>	No	0
25	<b>Internal Transfer/Promotion</b>	No	0
26	<b>Re-Hire</b>	No	2
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			6

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Participate in job fair	On April 17, 2019, 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, KBXT On-Air talent, who were on-site to discuss job opportunities in broadcasting, answer questions, and distribute informational materials about the Texas Association of Broadcasters' Texas Broadcast Education Foundation scholarship program. SEU was a media sponsor of the Career Fair.
<b>2</b>	Participate in job fair	On April 25, 2019, 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 Administrative/Traffic personnel, who were on-site to discuss job opportunities, answer questions, accept resumes, and distribute informational materials about the Texas Association of Broadcasters' Texas Broadcast Education Foundation scholarship program. SEU served as a media sponsor.
<b>3</b>	Participate in event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting	On October 16, 2019, our SEU participated in the Youth to Career Fair. Station participants included promotions staff, who were on-site to share information to local Junior High Students on job opportunities, broadcast careers, and scholarship information to students majoring in broadcast media and telecommunications available from the Texas Association of Broadcasters' Texas Broadcast Education Foundation.
<b>4</b>	Host community event/program which promotes employment in the broadcast industry.	On April 28, 2019, 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&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.

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<b>5</b>	Host community event/program which promotes employment in the broadcast industry.	On December 5-December 9, 2019, 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.
<b>6</b>	Participate in scholarship program	Our SEU participated in the Texas Association of Broadcasters' Texas Broadcast 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 SEU promotes these scholarships on-air, on station websites, and distributes printed promotional material regarding the Texas Association of Broadcasters' Education Foundation scholarship program at student career expos. Our SEU also contributed financially.

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	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
7	Training program designed to enable station personnel to acquire skills that could qualify them 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 7-8, 2019. 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: 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, and provide training and leadership developmental skills for career advancement.</p>