

**KORA (FM), KTAM (AM), KBXT (FM), KAPN (FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2020 to March 31, 2021**

**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>
No full-time positions were filled during reporting period.		

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

	<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>
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>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

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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
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.beschamber.org/">http://www.beschamber.org/</a> <a href="http://www.beschamber.org/JobBoard">http://www.beschamber.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>Brazos Valley Communications</b> Radio Station Website KORA-KTAM-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
14	<b>Word-of-Mouth Referral</b>	No	0
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

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18	Country Air Check Website <a href="https://www.countryaircheck.com/">https://www.countryaircheck.com/</a>	No	0
19	All Access <a href="http://www.allaccess.com/">http://www.allaccess.com/</a>	No	0
21	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
22	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
23	The Eagle 1729 Briarcrest Drive Bryan TX 77802 Kristi Lester <a href="mailto:Kristi.Lester@theeagle.com">Kristi.Lester@theeagle.com</a>	No	0
24	BCS Chamber of Commerce Spring Job Fair	No	0
25	BCS Chamber of Commerce Fall Job Fair	No	0
26	Internal transfer/Promotion	No	0
27	Re-hire	No	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>0</b>

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Sponsor job fair.	<p>1. January 20, 2021, our SEU was a media sponsor of the Bryan/ College Station Chamber of Commerce Virtual Spring Job Fair. Our SEU Promoted job fair on-air and on station websites.</p> <p>2. September 23,2020, our SEU was a sponsor of the Workforce Solutions Brazos Valley Virtual Job Fair. Our SEU Promoted job fair on-air and on station websites.</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.	December 3-December 7, 2020 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 recruited over 100 community volunteers to help collect, sort, and distribute toys. Local volunteers are recruited to obtain training and perform as board operators for the remote broadcast event held daily throughout the event encouraging interest in future employment. Volunteers are given orientation on skills and knowledge necessary for future employment in the broadcast industry.
3	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. Stations promote these scholarships on-air, on station websites, and distribute printed promotional material regarding the Texas Association of Broadcasters' Education Foundation scholarship program at student career expos. During the reporting period, SEU donated \$500 to the Texas Association of Broadcasters' Texas Broadcast Education Foundation scholarship fund.

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<p>4 Providing Training to station personnel enabling them to acquire the skills to qualify for higher-level positions</p>	<p>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> <p>General Manager and Sales Staff attended the following webinar trainings:</p> <p>March LBS: Monetize Social Media w/Lori Lewis April: Fix for Scared/Stressed Sellers w/P1/Swagger Institute #1</p> <p>April: Working w/Clients during Crisis w/Paul Weyland</p> <p>April: Speaking to Small Biz Owners w/P1/Swagger Institute #2</p> <p>April: Crisis Leadership w/Mary Levy</p> <p>May: LBS Making Your Mark in Recovering Economy w/ Paul Weyland</p> <p>May: Failure Not an Option w/P1/Swagger Institute #3</p> <p>June: LBS Re-Opening Doors with Innovation w/ Tim Burt</p> <p>July: LBS 60-Day Selling Strategy w/Pulse Research</p> <p>July: TVB #2 Medical w/Brian Wexler</p> <p>July: Rising Above w/P1/Swagger Institute</p> <p>July: LBS 60-Day Selling Strategy w/Pulse Research</p> <p>July: LBS w/Pulse Research</p> <p>July: LBS Auto Sales w/John Tkac</p> <p>July: TVB 1 Digital with Dave Buonfiglio</p> <p>July: Political Dollars w/Mark Levy</p> <p>September: LBS Digital Marketing w/Greg Gibbons</p>
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<p><b>5</b> Participate in job bank programs, Internet programs and other programs designed to promote outreach generally.</p>	<p>Our SEU participates in job banks, internet programs and programs designed to promote outreach generally. SEU is a co-founder/sponsor of Aggielandhelpwanted.com local community job bank.</p>
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