

KORA(FM), KTAM(AM), KJXJ(FM), KBXT(FM), KAPN(FM)
EEO PUBLIC FILE REPORT
April 1, 2010 to March 31, 2011

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Manager	1,3-17,19-30	28
Account Manager	1,3-17,19-30	28
Program Director / Air Personality	1,3-30	1
Air Personality	1,3-30	23

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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	2
2	Radio Advertising Bureau 1320 Greenway Dr Suite 500 Irving, TX 75038 1-800-998-5158, 972-753-6756 Marv Levy - mlevy@rab.com http://www.rab.com/	No	0
3	Houston Ad Federation PO Box 27592 Houston, TX 77227 http://www.aad-houston.org	No	0
4	American Women in Radio & Television Austin Texas Chapter PO Box 2684 Austin, TX 78768 awrtaustin@hotmail.com http://www.awrtaustin.org/jobs.htm	No	0
5	American Women in Radio & Television Houston Texas Chapter PO Box 980908 Houston, TX 77098 http://www.awrthouston.org/en/jobs	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	2
7	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

	Recruitment Source	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by Source over 12-month period
8	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	1
9	Prairie View A&M Career Services P O Box 519 Prairie View, TX 77446-0519 Shadia_washington@pvamu.edu	No	0
10	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
11	University Of Houston Career Center 4800 Calhoun Houston, TX 77204-3241 http://www.career.uh.edu/	No	1
12	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
13	American Business Women's Association BCS Charter Chapter Lina Lawson P O Box 9218 College Station, TX 77801	No	0
14	LULAC-League of United Latin American Citizens Diana Cerda 1717 Groesbeck #96 Bryan, TX 77801 979-822-7086	No	2
15	NAACP Celia Hawkins 310 W. MLK Street Bryan, TX 77801	No	0
16	Workforce Solutions Brazos Valley PO Box 4128 3991 East 29 th Street Bryan, TX 77802 http://www.bvjobs.org	No	2

	Recruitment Source	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by Source over 12-month period
17	American Classifieds 923 South Texas Ave Bryan, TX 77803 979-822-7899	No	0
18	The Eagle Classified Ads & Press Release 1729 Briarcrest Drive Bryan, TX 77805 http://www.theeagle.com/Classifieds/Search/Employment	No	1
19	La Voz Hispana Newspaper PO Box 1774 Bryan, TX 77806 979-822-0503	No	0
20	Lock-On Website On-line job postings http://www.lockon.com/services/jobs/	No	0
21	Aggieland Help Wanted Website http://aggielandhelpwanted.com	No	0
22	KBTX TV Job Search http://www.kbtv.com/jobsearch	No	0
23	All Access Website Job Listings http://www.allaccess.com	No	2
24	TV and Radio Jobs Website http://tvandradiojobs.com	No	0
25	Music Jobs USA Website http://us.music-jobs.com	No	0
26	Brazos Valley Communications Radio Station On Air Announcements KORA-KTAM-KJXJ-KBXT-KAPN 1240 E. Villa Maria Rd Bryan, TX 77802 http://www.brazosradio.com/employment	No	2
27	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	3
28	BCS Chamber of Commerce Job Fair & Website	No	10
29	Word-of-Mouth Referral	No	5
30	Walk In / Self Referral	No	2
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			35

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in job fair / Sponsor job fair	<p>1. On April 13, 2010, our employment unit participated in the Bryan College Station Chamber of Commerce Job Fair at the Post Oak Mall. VP/General Manager, Sales Manager, and Promotions Director were on site accepting applications and discussing job opportunities. BVC was also a media sponsor of the Job Fair.</p> <p>2. On November 3, 2010, our employment unit participated in BCS Chamber Youth To Career Fair at the Brazos County Expo Complex. Program Director was on site discussing job opportunities in broadcasting. BVC was also a media sponsor of the Career Fair.</p> <p>3. On July 1, 2010 our employment unit participated in Independence Day Job fair at Work Force Solutions Brazos Valley. We also had remote broadcast promoting the event.</p>
2	Participation in activity calculated to further goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities	<p>The stations host a student disc jockey program for Spanish Speaking Hispanic youth in the local community, particularly seniors from Bryan High School. Station personnel train students in proper on-air procedures, operation of broadcast equipment, allowing students to experience the duties of a disc jockey during a two-hour program entitled "Teen Time," which is broadcast every Monday night on Spanish station KTAM-AM.</p> <p>Sales Manager speaks at Texas A&M Committee for Awareness of Mexican American Culture (CAMAC) meetings including opportunities in broadcasting and utilizes volunteers for Stations Dia Del Nino event for training in community events / outreach.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
3	Internship Programs	<p>Stations have internship program including training in board operating, production and marketing promotions. Intern employed from 6/1/2010 – 3/1/2011.</p> <p>Stations partnered with Workforce Solutions to host and train 2 interns Summer 2010 as part of the Workforce Investment Act serving economically disadvantaged ages 14 - 21. Stations also advertised program.</p>
4	Internet Job Bank, Job Outreach	<p>1. Founding partners of local job site with Bryan Broadcasting and Suddenlink Cable which we continue to promote daily on all stations. Aggielandhelpwanted.com.</p> <p>2. Promotion and Participation in various Brazos Valley Workforce Solutions Programs. Participated in several remote broadcasts promoting Workforce Solutions events.</p>
5	Scholarship Programs	<p>1. Sponsor of the May 2010 Hispanic Forum of BCS Scholarship Gala, an event providing scholarships to local Hispanic students. Advertised employment opportunities in event program and flyers on site at event.</p> <p>2. Sponsor and coordinator of Fiestas Patrias, September 2010, an event providing scholarships to local Hispanic students.</p>
6	Broadcast/Employment Event Participation	<p>1. General Manager, Sales Manager, and Owner attended Texas Association of Broadcast Convention August 2010 in Austin.</p> <p>2. General Manager participated in "Leadership Brazos" Program including leading "Local Government" full day program highlighting media challenges & opportunities in the region and assisting with "Communications Day" including Radio Station tours.</p>
7	Sponsor event in the community relating to career opportunities in broadcasting	<p>During every holiday season, the stations host an annual toy drive entitled Radio M*A*S*H. A critical and unique part of this annual event includes offering community volunteers the opportunity to acquire board operator training for the related remote broadcasts.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
8	Establish training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	General Manager & Sales Manager integrates a training components into each weekly programming, sales, and marketing meeting. Cross-training is also incorporated with Account Manager beginning in Traffic & Promotions.