

KORA(FM), KTAM(AM), KJXJ(FM), KBXT(FM), KAPN(FM)
EEO PUBLIC FILE REPORT
April 1, 2008 to March 31, 2009

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 Executive	1-23, 25	1
Account Executive / Manager	1-25	1
Traffic Director	1-22	4

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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 Craig Bean 502 E. 11 th Street Suite 200 Austin, TX 78701 512-322-9944 http://www.tab.org/	No	4
2	Blinn College Career Services Bryan, Texas Mr. Graves Student Center 979-209-7400 bgraves@blinn.edu	No	0
3	BCS Charter Chapter American Business Women’s Association Lina Lawson P O Box 9218 College Station, TX 77801	No	0
4	Texas A&M Career Center College Station, TX 77843 979-845-5139 services@cctr.tamu.edu	No	5
5	LULAC 1105 Anderson Bryan, TX 77801 979-693-6676	No	0
6	Prairie View A&M P O Box 519 Prairie View, TX 77446-0519 Shadia_washington@pvamu.edu	No	0
7	Sam Houston State University Career Services 919 Bearkat Blvd. Box 2238 – SHSU Huntsville, TX 77341	No	0
8	NAACP Celia Hawkins 310 W. MLK Street Bryan, TX 77801	No	0
9	Brazos Valley Workforce Center 3000 Villa Maria Bryan, TX 77803	No	0

	Recruitment Source	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by Source over 12-month period
10	La Voz Hispana Newspaper PO Box 1774 Bryan, TX 77806 979-822-0503	No	0
11	Houston Ad Federation PO Box 27592 Houston, TX 77227	No	0
12	University Of Texas College of Communications CMA 3.102 Austin, TX 78712-1094	No	0
13	University Of Houston Career Center 4800 Calhoun Houston, TX 77204-3241	No	0
14	Texas Southern University Career Center 3100 Cleburne Houston, TX 77004	No	0
15	Lock-On On-line job postings http://www.lockon.com/services/jobs/	No	0
16	Brazos Valley Communications Radio Station Announcements KORA-KTAM-KJXJ-KBXT	No	0
17	Word-of-Mouth Referral	No	5
18	Walk-in/Self-Referral	No	2
19	Radio Advertising Bureau 1320 Greenway Dr Suite 500 Irving, TX 75038 1-800-998-5158	No	1
20	All Access Website Job Listings www.allaccess.com	No	0
21	Brazos Valley Communications Website KORA-KTAM-KJXJ-KBXT-KAPN	No	0
22	St Thomas Aquinas Catholic Church 2541 Earl Rudder Fwy S College Station, TX 77845	No	2
23	BCS Chamber of Commerce Job Fair	No	3
24	MusicJobsUSA website Music-jobsUSA.com	No	0
25	Aggielandhelpwanted.com	No	0

	Recruitment Source	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by Source over 12-month period
26	The Eagle Classified Ads 1729 Briarcrest Drive Bryan, TX 77805 979-776-4444		
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			22

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in job fair	<p>On April 22, 2008, our employment unit participated in the Bryan College Station Chamber of Commerce Job Fair at the College Station Hilton. Program Director was on site accepting applications and discussing job opportunities.</p> <p>On July 1, 2008 Senior Account Manager participated in Workforce Solutions Brazos Valley Job Fair including on site accepting applications and discussing job opportunities.</p>
2	Host program designed by the station employment unit to disseminate information as to employment opportunities in broadcasting	<p>The stations host a student disc jockey program for Hispanic youth in the local community, particularly seniors from Bryan High School.</p> <p>Station personnel train students in proper on-air procedures and 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 stations KTAM-AM.</p>
3	Host program designed by the station employment unit to disseminate information as to employment opportunities in broadcasting	<p>101.9 The Beat Talent Search - Conducted a local "talent show" competition on-air entire month of October 2008 searching for "mixers/DJ's." Concluded with live talent show competition at local high school with winner getting trip to view live taping BET's "106 and Park Show" in New York and others receiving DJ equipment.</p>
4	Internship Program	<p>Radio Stations KBXT and KTAM both have internship programs including training in board operating, live and recorded on-air shifts, production and marketing promotions. Several interns have become part-time employees.</p>
5	Job Bank	<p>Promoted a local job site in partnership with</p>

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		Bryan Broadcasting and Suddenlink Cable – AggieLandhelpwanted.com.
6	Scholarship Programs	<p>Primary sponsor of the May 2008 Hispanic Forum of BCS Scholarship Gala, an event providing scholarships to local Hispanic students.</p> <p>Primary sponsor and coordinator of Fiestas Patrias, September 2008, an event providing scholarships to local Hispanic students.</p>
7	Broadcast/Employment Event Participation	General Manager and Owner attended Texas Association of Broadcast Convention August 2008 in Austin Texas.
8	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.</p> <p>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>
9	Establish training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	General Manager conducts weekly sales & marketing meetings designed to improve the skills of our full-time sales force. Part-time sales staff interested in elevating their employment status also take advantage of the training session as do other station personnel interested in changing their current employment function. Specialized sales training seminars held with Arbitron & Go Branding as well as various computer training.
10	Participate in training program designed to enable station personnel to acquire skills that could qualify them for higher level positions. Mentoring Program.	<p>Sponsored “scholarship” for Junior Account Manager to attend “Rising Thru The Ranks – Management Course for Women at the Radio Advertsing Bureau in Dallas, September 10, 2008. Hosted by “Mentoring, Inspiring, Women in Radio” group.</p> <p>Throughout the reporting period, Account Manager in the Bryan-College Station Chamber of Commerce was Chief Ambassador of their “Ambassador Program”, helping individuals in the community to prepare for positions of</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
		management and leadership.