

**KORA(FM), KTAM(AM), KJXJ(FM), KBXT(FM), KAPN(FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2009 to March 31, 2010**

**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	1,3-17,19-30	6
Traffic Director	1,3-17,19-30	29

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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	2
2	<b>Radio Advertising Bureau</b> 1320 Greenway Dr Suite 500 Irving, TX 75038 1-800-998-5158, 972-753-6756 Marv Levy - <a href="mailto:mlevy@rab.com">mlevy@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.aad-houston.org">http://www.aad-houston.org</a>	No	0
4	<b>American Women in Radio &amp; Television Austin Texas Chapter</b> PO Box 2684 Austin, TX 78768 <a href="mailto:awrtaustin@hotmail.com">awrtaustin@hotmail.com</a> <a href="http://www.awrtaustin.org/jobs.htm">http://www.awrtaustin.org/jobs.htm</a>	No	0
5	<b>American Women in Radio &amp; Television Houston Texas Chapter</b> PO Box 980908 Houston, TX 77098 <a href="http://www.awrthouston.org/en/jobs">http://www.awrthouston.org/en/jobs</a>	No	0
6	<b>Texas A&amp;M University</b> Career Center 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	6
7	<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

	<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>
8	<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
9	<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
10	<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
11	<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>	No	0
12	<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
13	<b>American Business Women's Association</b> BCS Charter Chapter Lina Lawson P O Box 9218 College Station, TX 77801	No	0
14	<b>LULAC-League of United Latin American Citizens</b> Diana Cerda 1717 Groesbeck #96 Bryan, TX 77801 979-822-7086	No	0
15	<b>NAACP</b> Celia Hawkins 310 W. MLK Street Bryan, TX 77801	No	0
16	<b>Workforce Solutions Brazos Valley</b> PO Box 4128 3991 East 29 <sup>th</sup> Street Bryan, TX 77802 <a href="http://www.bvjobs.org">http://www.bvjobs.org</a>	No	0

	<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>
17	<b>American Classifieds</b> 923 South Texas Ave Bryan, TX 77803 979-822-7899	No	0
18	<b>The Eagle</b> Classified Ads 1729 Briarcrest Drive Bryan, TX 77805 <a href="http://www.theeagle.com/Classifieds/Search/Employment">http://www.theeagle.com/Classifieds/Search/Employment</a>	No	0
19	<b>La Voz Hispana Newspaper</b> PO Box 1774 Bryan, TX 77806 979-822-0503	No	1
20	<b>Lock-On Website</b> On-line job postings <a href="http://www.lockon.com/services/jobs/">http://www.lockon.com/services/jobs/</a>	No	0
21	<b>Aggieland Help Wanted Website</b> <a href="http://aggielandhelpwanted.com">http://aggielandhelpwanted.com</a>	No	0
22	<b>KBTX TV Job Search</b> <a href="http://www.kbtv.com/jobsearch">http://www.kbtv.com/jobsearch</a>	No	0
23	<b>All Access Website Job Listings</b> <a href="http://www.allaccess.com">http://www.allaccess.com</a>	No	0
24	<b>TV and Radio Jobs Website</b> <a href="http://tvandradiojobs.com">http://tvandradiojobs.com</a>	No	0
25	<b>Music Jobs USA Website</b> <a href="http://us.music-jobs.com">http://us.music-jobs.com</a>	No	0
26	<b>Brazos Valley Communications</b> Radio Station On Air Announcements 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
27	<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	5
28	<b>BCS Chamber of Commerce</b> Job Fair	No	10
29	<b>Word-of-Mouth Referral</b>	No	8
30	<b>Walk In / Self Referral</b>	No	2
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>34</b>

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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 / Sponsor job fair	<p>1. On April 23, 2009, our employment unit participated in the Bryan College Station Chamber of Commerce Job Fair at the College Station Hilton. VP/General Manager was on site accepting applications and discussing job opportunities. BVC was also a media sponsor of the Job Fair.</p> <p>2. On November 4, 2009, 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>
<b>2</b>	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	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 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 station KTAM-AM.
<b>3</b>	Internship Programs	Radio Stations KBXT, KTAM, KAPN, and KORA have internship programs supervised by the Promotions Director including training in board operating, live and recorded on-air shifts, production and marketing promotions. KORA intern became part-time Air Personality in 2010.
<b>4</b>	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.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5	Scholarship Programs	<p>1. Primary sponsor of the May 2009 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. Primary sponsor and coordinator of Fiestas Patrias, September 2009, 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 2009 in Austin.</p> <p>2. General Manager participated in "Leadership Brazos" Education Day including Career Technology Program in Broadcasting at Bryan High School.</p> <p>3. General Manager Participated in "Leadership Brazos" Arts &amp; Communications Day including sessions at local television and radio broadcast studios, college and community radio station, and African American Museum.</p> <p>4. General Manager Participated in "Leadership Brazos" Higher Education Day including Blinn College Workforce Education Program, Texas A&amp;M Visualization Media Lab</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>
8	Establish training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	<p>General Manager integrates a training component into each weekly programming, sales, and marketing meeting. Cross-training is also incorporated with Account Managers &amp; Promotion Director serving as Assistant Program Directors for KAPN &amp; KJXJ. Account Managers served as Team Leaders in preparation for Sales Management.</p>