

KORA-FM, KTAM(AM), KXCS(FM), KZTR(FM)
EEO PUBLIC FILE REPORT
August 31, 2006 to March 31, 2007¹

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
Air Personality	1-8, 10, 12-15, 20-21	21
Account Executive	1, 3-8, 10, 12-15, 18, 20	18

¹ This station employment unit was acquired by Brazos Valley Communications, LTD. on August 31, 2006.

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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 Creer Services Bryan, Texas Mr. Graves Student Center 979-209-7400 bgraves@blinn.edu	No	1
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	0
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

	Recruitment Source	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by Source over 12-month period
9	The Eagle Classified Ads 1729 Briarcrest Drive Bryan, TX 77805 979-776-4444	No	0
10	Brazos Valley Workforce Center 3000 Villa Maria Bryan, TX 77803	No	0
11	La Voz Hispana Newspaper PO Box 1774 Bryan, TX 77806 979-822-0503	No	0
12	Houston Ad Federation PO Box 27592 Houston, TX 77227	No	0
13	University Of Texas College of Communications CMA 3.102 Austin, TX 78712-1094	No	0
14	University Of Houston Career Center 4800 Calhoun Houston, TX 77204-3241	No	0
15	Texas Southern University Career Center 3100 Cleburne Houston, TX 77004	No	0
16	Lock-On On-line job postings http://www.lockon.com/services/jobs/	No	0
17	Brazos Valley Communications Radio Station Announcements KORA-KTAM-KXCS-KZTR	No	2
18	Word-of-Mouth Referral	No	8
19	Walk-in/Self-Referral	No	5
20	Radio Advertising Bureau 1320 Greenway Dr Suite 500 Irving, TX 75038 1-800-998-5158	No	1
21	All Access Website Job Listings www.allaccess.com	No	5
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			21

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Host program designed by the station employment unit to disseminate information as to employment opportunities in broadcasting	The stations host a student disc jockey program for 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 stations KTAM(AM) and KZTR(FM).
2	Host event for participants from a community organization relating to career opportunities in broadcasting	On December 21, 2006, the stations hosted a boy scout troop from Marlin, Texas for a tour of our facilities, including our sales and production areas, and a brief opportunity to be on-air.
3	Sponsor event in the community relating to career opportunities in broadcasting	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. Due in part to the popularity of board operator volunteer program, the stations often receive requests from the local community for volunteer assistance beginning in November each year. Many of the participants include part-time or entry-level board operators from local stations interested in increasing their exposure to commercial station operations/production.
4	Participate in job fair	On March 28, 2007, our station employment unit participated in the Texas Association of Broadcasters Broadcast Career Expo at Baylor University located in Waco, Texas. Station participants included our General Manager.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5	Establish training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	Our General Manager conducts weekly sales 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.
6	Participate in training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	Throughout the reporting period, a sales account representative participated in the Bryan-College Station Chamber of Commerce Ambassador Program, helping individuals in the community prepare for positions of management and leadership.
7	Participate in program sponsored by community organization relating to careers in broadcasting	On March 30, 2007, our General Manager attended an all-day leadership conference hosted by the Bryan-College Station Chamber of Commerce. The conference covered various community issues, including those affecting the employment sector such as unemployment, public services and the diverse community workforce.
8	Provide training to management level personnel regarding equal employment opportunity/preventing discrimination	On February 9, 2007, our General Manager attended a seminar "Profit from Diversity," providing techniques to participants on how to recruit a diverse and productive sales staff.