

**KORA-FM, KTAM(AM), KJXJ(FM), KBXT(FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2007 to March 31, 2008**

**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>
Air Personality	1-8, 10, 12-15, 17-18,20-23,25	1
Air Personality	1-8, 10, 12-15, 17-18,20-23,5	18
Account Executive	1-8, 10, 12-15, 17-18,20-25	4
Account Executive	1-8, 10, 12-15, 17-18,20-25	Not filled
Traffic Director	1-8, 10, 12-15, 17-18,20-23,25	Not filled

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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> Craig Bean 502 E. 11 <sup>th</sup> Street Suite 200 Austin, TX 78701 512-322-9944 <a href="http://www.tab.org/">http://www.tab.org/</a>	No	1
2	<b>Blinn College</b> Creer Services Bryan, Texas Mr. Graves Student Center 979-209-7400 bgraves@blinn.edu	No	0
3	<b>BCS Charter Chapter</b> American Business Women’s Association Lina Lawson P O Box 9218 College Station, TX 77801	No	0
4	<b>Texas A&amp;M Career Center</b> College Station, TX 77843 979-845-5139 services@cctr.tamu.edu	No	3
5	<b>LULAC</b> 1105 Anderson Bryan, TX 77801 979-693-6676	No	0
6	<b>Prairie View A&amp;M</b> P O Box 519 Prairie View, TX 77446-0519 Shadia_washington@pvamu.edu	No	0
7	<b>Sam Houston State University</b> Career Services 919 Bearkat Blvd. Box 2238 – SHSU Huntsville, TX 77341	No	0
8	<b>NAACP</b> Celia Hawkins 310 W. MLK Street Bryan, TX 77801	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>
9	<b>The Eagle</b> Classified Ads 1729 Briarcrest Drive Bryan, TX 77805 979-776-4444	No	0
10	<b>Brazos Valley Workforce Center</b> 3000 Villa Maria Bryan, TX 77803	No	1
11	<b>La Voz Hispana Newspaper</b> PO Box 1774 Bryan, TX 77806 979-822-0503	No	0
12	<b>Houston Ad Federation</b> PO Box 27592 Houston, TX 77227	No	0
13	<b>University Of Texas</b> College of Communications CMA 3.102 Austin, TX 78712-1094	No	0
14	<b>University Of Houston</b> Career Center 4800 Calhoun Houston, TX 77204-3241	No	0
15	<b>Texas Southern University</b> Career Center 3100 Cleburne Houston, TX 77004	No	0
16	<b>Lock-On</b> On-line job postings <a href="http://www.lockon.com/services/jobs/">http://www.lockon.com/services/jobs/</a>	No	0
17	<b>Brazos Valley Communications</b> Radio Station Announcements KORA-KTAM-KJXJ-KBXT	No	1
18	<b>Word-of-Mouth Referral</b>	No	2
19	<b>Walk-in/Self-Referral</b>	No	0
20	<b>Radio Advertising Bureau</b> 1320 Greenway Dr Suite 500 Irving, TX 75038 1-800-998-5158	No	0
21	<b>All Access Website Job Listings</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	No	2
22	<b>Baylor Job Fair</b>	No	1
23	<b>Brazos Valley Communications</b> Website KORA-KTAM-KJXJ-KBXT	No	3

	<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>
24	<b>St Thomas Aquinas Catholic Church</b> 2541 Earl Rudder Fwy S College Station, TX 77845	No	1
25	<b>BCS Chamber of Commerce</b> Job Fair	No	1
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			16

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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	On May 1,2007, our employment unit participated in the Bryan College Station Chamber of Commerce Job Fair at the College Station Hilton. Was media sponsor and Senior Account Manager John Seigler was involved in planning/executing of the event and performed recruiting and interviewing.
<b>2</b>	Youth Career Fair sponsor and participant	On October 10, 2007, our employment unit participated in a Youth Career Fair at Reed Arena, College Station. Program director Dex Peck exposed 8 <sup>th</sup> graders to all aspects of the broadcast business. Senior Account Manager, John Seigler was involved in planning/execution of the event.
<b>3</b>	Internship Program	Over a 6 week period June-July 2007, participated in College Station ISD Career Connections, A shadowing program for 7 <sup>th</sup> to 11 <sup>th</sup> grade students. Hosted over 20 students 4 plus hours daily.
<b>4</b>	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).
<b>5</b>	Job Bank	Launched a local job site in partnership with Bryan Broadcasting and Suddenlink Cable – Aggielandhelpwanted.com

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
6	Scholarship Programs	Primary sponsor of the May 2007 Hispanic Forum of BCS Scholarship Gala, an event providing scholarships to local Hispanic students.
7	Scholarship Program	Primary sponsor and coordinator of Fiestas Patrias September 8, 2007, an event providing scholarships to local Hispanic students.
8	Broadcast/Employment Event Participation	<p>General Manager attended Texas Association of Broadcast Convention August 2007 in Austin Texas.</p> <p>General Manager attended Radio Ink Hispanic Radio Conference May 2007 in San Antonio, Texas</p>
9	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> <p>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.</p> <p>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.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
10	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.
11	Participate in training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	<p>Throughout the reporting period, a sales account representative participated in the Bryan-College Station Chamber of Commerce Ambassador Program, helping individuals in the community to prepare for positions of management and leadership.</p> <p>John Seigler, Senior Account Manager participated in a monthly Leadership Brazos Program focusing on community leadership in various business categories including media.</p>