

Radio Ranch, LLC
Ranch Radio Group
KRHN (FM), KKGn (FM), KKVR (FM)

EEO PUBLIC FILE REPORT

For the 12-month Period: April 1, 2015 – March 31, 2016

Prepared by: Radio Ranch LLC - Brandi Appiah, Ashley Giddings
(Licensee/Permittee)

This report covers the following employment unit(s):

<u>Call Sign</u>	<u>Facility ID #</u>	<u>Type of Station</u>	<u>City of License & State</u>	<u>LMA</u>
KRHN	# 41061	C2	Kerrville, TX	No
KKGn	# 164252	C3	Ingram, TX	No
KKVR	# 164166	CA	Kerrville, TX	No

A. The following is a list of all vacancies for full-time jobs during the previous 12 months:

	<u>Job Title</u>	<u>Date of Opening</u>	<u>Date Filled</u>
	Account Executive	01.12.17	02.13.17
1	Account Executive	03/23/2015	04/07/2015
2	Account Executive	04/20/2015	07/22/2015
3	Operations Manager	03/01/2015	04/01/2015
4	Morning Show Host	03/15/2015	04/05/2015
5			
6			
7			

B. During the previous 12 months, the following recruitment sources were contacted as vacancies for full-time jobs opened. Those with an asterisk (*) were organizations that requested to be contacted as job openings occurred:

	<u>Recruitment Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Contact Number</u>	<u>Used? (Yes/No)</u>
1	TX Assoc. of Broadcasters	502 East 11 th St. Suite 200, Austin TX		512.322.9944	YES
2	Country Aircheck Today	914 18 th Ave S Second Floor, Nashville, TN		615.320.1450	
3	AllAccess.com	www.allaccess.com		310.457.6616	YES
4	Kerrville Chamber	www.kerrvilletx.com		830.896.1155	YES
5	Boerne Chamber	www.boerne.org		830.249.8000	YES
6	KRHN/KKGn/KKVR	3505 Fredericksburg Rd, Kerrville, TX		830.896.4990	YES

- C. The following is a list of the sources for full-time jobs shown in Section A above and the recruitment source which provided the hire for that position:

	Job Title	Recruitment Source
1	Account Executive	KRNH/KKGN/KKVR
2	Operations Manager	www.allaccess.com
3	Morning Show Host	Word of Mouth
4		
5		

- D. During the previous 12 months, there were a total of (15) people interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees by each recruitment source shown in Section B:

	Recruitment Source	Total Number Interviewed Per Source
1	All Access	5
2	KRNH/KKGN/KKVR	7
3	Word of Mouth	3
4		
5		
6		

- E. During the last 12 months, the station employment unit engaged in the following Recruitment/Initiatives (provide full details, including an explanation if no such initiatives were conducted during the period involved):

Recruitment Initiatives	Explanations
Schreiner University Job Fair	
Alamo College Job Fair	

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<u>Full-time Job Vacancies</u>	<u>Total Interviews</u>	<u>Date Filled</u>
1. Operations Manager	3 interviews	04/01/2015
2. Account Executive	9 interviews	04/07/2015
		07/22/2015
3. Morning Show Host	3 Interviews	04/05/2015