

RGV Educational Broadcasting, Inc.

Annual EEO Public Inspection File Report

KMBH (TV)/KMBH-FM

April 1, 2013 – March 21, 2014
March 2014

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KMBH (TV)/KMBH FM
April 1, 2013 – March 21, 2014

This Report contains the following information:

1. A list of all full-time vacancies filled by the station.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080 {c} (1)(ii) of the FCC's rules, which are separately identified) identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hiree for each full-time vacancy.
4. Data reflecting the total number of persons interviewed for full-time vacancies; and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the licensee's recruitment initiatives.

For purposes of this Report, a vacancy was deemed "filled" when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone, or by e-mail.

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Covering the Period April 1, 2013 - March 21, 2014
Station KMBH (TV)/KMBH-FM

Vacancy Information

<u>Job title</u>	<u>Total number of interviewees from all sources</u>	<u>Recruitment source for hired applicant</u>
Engineer	3	Word of Mouth

Total Number of Persons Hired for reporting period 1

Total Number of Persons Interviewed during applicable Period 3

Recruitment sources:

KMBH (TV) and KMBH-FM spot announcements and website listing resulted in referrals from engineers in the community; the engineer who was replaced had given only a two-week notice and had to be replaced on an urgent basis, which limited the amount of recruiting.

EEO INITIATIVES

- (1) KMBH(TV)/KMBH-FM has established an internship program to assist members of the community to acquire skills needed for broadcast employment. In the reporting period, 3 individuals were trained through this program.
- (2) Management level employees spoke at Career Fairs to school groups and also to community groups on 6 different occasions about careers in broadcasting.
(William B. Green Junior High – Debrah Ratliff & Danielle Banda, Dominguez Elem. – Danielle Banda & Nick Rice, Stuart Place Elem. – Danielle Banda and Nick Rice, University of Texas at Brownsville – Danielle Banda & Nick Rice, Austin Elem. – Danielle Banda & Nick Rice, Boy Scouts of America Tiger Pack 24 – Robert Gutierrez)
- (3) 1 tour was conducted to community members encouraging careers in broadcasting.
(station tour given by Robert Gutierrez to a local Boy Scouts of America group)