

**KFNC**

**MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	Recruitment Source Information	Did RS request notification?	No. of Interviewees Referred by RS Over Reporting Period
1	ESPN975 website	No	1
2	Industry Referral	No	7
3	LinkedIn	No	0
4	Former employee	No	2
5	Social Media	No	1
6	Internship	No	0
7	Broadcast on air	No	0
8	Internal	No	1
9	Employee referral	No	1
10	Personal recruitment	No	0

**TOTAL INTERVIEWEES OVER REPORTING PERIOD**

13

5) Total # of Interviewees Referred: For the period from April 1, 2023 to March 31, 2024, the Employment Unit interviewed 13 interviewees for 8 full time job vacancies.

6) Supplemental Recruitment Measures

(a) Training Program to increase skills and position eligibility

Description	Date	Personnel Involved (Position)
Remote broadcast engineer: Learn how to set up for a remote broadcast, including testing lines and equipment. Learn how to troubleshoot when a line goes down. Increases candidate's breadth of knowledge and reliability.	April 2023 - March 2024	Engineer and Assistant Program Director

Description	Date	Personnel Involved (Position)
Producer: Learn how to produce a show, including running the board and microphones. Learn how to interview people and get and edit sound using audio editing software to create more earning potential.	April 2023 - March 2024	Program Director and Assistant Program Director

Description	Date	Personnel Involved (Position)
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Promotions Team: Teaches how to interact with listeners at station events and how to promote the company. Teaches responsibility and dependability as well as interpersonal skills	April 2023 - March 2024	Promotions Director
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Description	Date	Personnel Involved (Position)
Training in other media elements: imaging, social media, digital photoshop, voice overs, and writing content for articles on our website. These are other hands-on skills we train our interns and employees to diversify and improve their skills for increased job opportunity and promotion.	April 2023 - March 2024	Program Director, Production Director, Marketing Director

(b) Internship Program

During the reporting period, Gow Communications hosted 15 interns in its internship program. These students were from the following universities/colleges/highschools.

School	MRSL	Date	Personnel Involved (Position)
Houston Community College	9	May 2023 - July 2023	Assistant Program Director
The Kinkaid School	6	June 2023 - July 2023	Assistant Program Director
Louisiana State University	9	June 2023 to August 2023	Assistant Program Director
University of Houston	10	April 2023 - September 2023	Assistant Program Director
St. John's Highschool	6	June 2023 to June 2023	Assistant Program Director
Cy-Fair High School	6	June 2023 - August 2023	Assistant Program Director
University of Houston	2	May 2023 - December 2023	Assistant Program Director
Texas Southern University	10	May 2023 to August 2023	Assistant Program Director
Houston Community College	10	Sept 2023 to December 2023	Assistant Program Director
University of Houston	1	January 2024 - March 2024	Assistant Program Director
Texas State University	7	December 2023 to March 2024	Assistant Program Director
Prairie View A&M	10	December 2023 to March 2024	Assistant Program Director

(c) Mentoring through Radio Connection

Description	Date	Personnel Involved (Position)
Enrolled mentees learn broadcast terminology, voice control, recording, announcing, writing copy, audio editing, job search, creating demos, and podcasting.	April 2023 - March 2024	Program Director

(d) Serving on Committees

Description	Date	Personnel Involved (Position)
Serve on Committee and involved in panels to help start-up sports tech innovation.	April 2023 - March 2024	CEO