



**KAMU-TV & KAMU-FM  
EEO PUBLIC FILE REPORT  
April 1, 2019 – March 31, 2020**

**Attachment C  
Annual EEO Public File Report Form**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s); KAMU-TV & KAMU-FM, College Station, TX, and is required to be placed in the public inspection files of this station, and posted on their website, if they have a website.

The information contained in the Report covers the time period beginning April 1, 2019 to and including March 31, 2020 (the “Applicable Period”).

The FCC’s Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organization entitled to notification pursuant to Section 73.208(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period 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 initiatives undertaken pursuant to Section 73.2080(c) (2) of the FCC rules.

For purposes of the Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer.

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**I. VACANCY LIST**

See Master Recruitment Source List (“MRSL”) for recruitment source data

**Job Title:** Marketing Manager  
**Recruitment Sources:** Texas A&M University external and internal system websites  
Texas Workforce Commission  
Glass Door  
Zip Recruiter  
National Association of Broadcasters  
Inside Higher Education  
**Hired:** Jeannie Kipp 9/3/2019  
**Applicants:** 65  
**Hiring Source:** Texas A&M University external and internal system websites

**Job Title:** Marketing Coordinator  
**Recruitment Sources:** Texas A&M University external and internal system websites  
Texas Workforce Commission  
Glass Door  
**Hired:** Alexandra Bowden 3/18/2020  
**Applicants:** 9  
**Hiring Source:** Texas A&M University external and internal system websites

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

To ensure that information concerning each full-time vacancy is widely disseminated, we propose to use the following list of recruitment sources consistent with the requirements of 47 C.F.R. Section 73.2080:

1. Human Resources department of Texas A&M University for Job Posting through the Texas A&M University external and internal system websites.  
[Jobs@tamu.edu](mailto:Jobs@tamu.edu)  
<http://employees.tamu.edu>  
Phone (979) 845-5154
2. The Texas Workforce Commission  
<https://twc.texas.com>  
800-628-5115
3. Glass Door  
<http://glassdoor.com>
4. Corporation for Public Broadcasting (CPB) CPB Jobline  
401 9<sup>th</sup> Street, NW  
Washington, DC  
2004-2129  
<https://www.cpb.org/jobline>
5. Texas Association of Broadcasters (TAB) TAB Job Bank  
Ann Arnold Center  
502 East 11<sup>th</sup> Street, Suite 200  
Austin, TX 78701  
512-322-9944  
<https://www.tab.org/job-bank>
6. National Association of Broadcasters  
<https://www.nab.org>  
Career Center  
1771 N St. NW,  
Washington, DC 20036-2800
7. The Bryan College Station Eagle  
<https://jobs.theeagle.com>  
1729 Briarcrest Drive  
Bryan, TX 77802  
979-776-4444
8. Society of Broadcast Engineers, Inc.  
9102 North Meridian Street, Suite 150  
Indianapolis, IN 46260  
317846-9000  
[https://www.sbe.org/sections/jl\\_listing\\_s.php](https://www.sbe.org/sections/jl_listing_s.php)
9. Current Magazine  
Jobs.current.org  
1612 K St. NW  
Suite 704  
Washington, DC 20026  
301-270-7240
10. Hispanic Outlook  
<http://www.hispanicoutlookjobs.com>  
80 Route 4 East, Suite 203  
Paramus, NJ 07652  
800-549-8280
11. TANO – Texas Association of Nonprofit Organizations  
<http://tano.org/career-center/>  
P.O.Box 66473  
Houston, TX 77266  
713-821-1744

12. Zip Recruiter  
<http://www.ziprecruiter.com>  
877-252-1062
13. Career Builder  
<http://careerbuilder.com>  
200 N. LaSalle Street, Suite 1100  
Chicago, IL 60601
14. Monster  
<http://www.monster.com>  
4055 Valley View Lane  
Dallas, TX 75244  
972-340-500
15. INSIDE Higher Ed  
<http://careers.insidehighered.com>  
1015 18<sup>th</sup> Street NW, Suite 1100  
Washington, DC 20036

Please be advised that KAMU-FM & KAMU-TV is a “Department” of the larger organization Texas A&M University. As a result of this structure all job candidates must be referred to the Human Resources Department of Texas A&M University for Job Posting through the Texas A&M University external and internal system websites. For example, [Jobs@tamu.edu](mailto:Jobs@tamu.edu) (Phone (979) 845-5154). <http://employees.tamu.edu> , The Texas Workforce Commission <https://twc.texas.com> and Glass Door <http://glassdoor.com> .

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**III. RECRUITMENT INITIATIVES**

**Texas A&M Academic Affairs Business Services & Payroll (AABS HRPR)**

Offers Human Resource Development (HRD) students employment through an internship. Candidates are sought from the Texas A&M College of Education advisors as they reach out to the student(s) still needing or looking for an internship.

**Texas A&M Human Resources & Organizationl Effectiveness (HROE) – Recruitment**

Participates in local job fairs for Veterans organized by the Veterans Service Office at Texas A&M University in conjunction with the Texas Workforce Solutions. The last fair was held on:

November 7, 2019

**Student Employment**

The Student Employment Office holds a job fair for students every Fall at the Memorial Student Center on the Texas A&M campus. An active on-line job board is maintained in conjunction with an active social media campaign primarily focused upon Facebook & Twitter.

As a department of Texas A&M University, Educational Broadcast Services (EDBS)/KAMU did not attend any recruitment activities. Instead, EDBS/KAMU relies on Texas A&M University's Human Resources Department and the Department of Academic Affairs Business Services (AABS) to participate on our behalf. This enables those entities to provide proper instruction and guidance in all personnel matters.

## Recruitment Activities

KAMU qualifies as a small market station as our city of license population per the census is 117,911 which is just below half of the “smaller market” designation.

We have met 3 of the approved activities:

### **Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.**

We hire many young people and train them in production, operations, development and engineering. KAMU-FM just hired such a person in Hector Nino. We have had several go over to the CBS station in town, the latest being Alex Delasandro, Chelsey Wade is now with KRLD in Missouri. Philip Muller is now the Director of Technology at Telemundo Houston. This is just a very small section KAMU has mentored that now have broadcasting careers.

### **Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).**

When we post a job with the University it goes to the University’s job bank, <https://jobs.tamu.edu/index.html> which is partnered with The Texas Workforce Commission, HigherEdJobs.com, Glassdoor and Indeed.

Surely the participation in these major job banks along with the forums on those sites about KAMU would qualify us for this activity.

### **Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.**

All employees must biennially complete a course in “Creating a Discrimination-Free Workplace”. Additional offering includes “Fostering Respect in a Diverse Workplace”.