

BROADCAST MID-TERM REPORT

(For FCC Use Only)

Code No.

Legal Name of the Licensee <i>TEXAS A+M UNIVERSITY</i>		
Mailing Address <i>KAMU-TV/FM 4244 TAMU</i>		
City <i>COLLEGE STATION</i>	State or Country (if foreign address) <i>TX</i>	ZIP Code <i>77843</i>
Telephone Number (include area code) <i>979-845-5611</i>		E-Mail Address (if available) <i>-</i>
FCC Registration Number (FRN) <i>0006302996</i>	Facility ID Number <i>65303</i>	Call Sign <i>KAMU-FM</i>

TYPE OF BROADCAST STATION:

Commercial Broadcast Station

Noncommercial Broadcast Station

- | | | |
|--|---|---|
| <input type="checkbox"/> Radio | <input type="checkbox"/> TV | <input checked="" type="checkbox"/> Educational Radio |
| <input type="checkbox"/> Low Power TV | <input type="checkbox"/> Educational TV | |
| <input type="checkbox"/> International | | |

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (city, state)	Time Brokerage Agreement (check applicable box)
<i>KAMU-FM</i>	<i>65303</i>	<input type="checkbox"/> AM <input checked="" type="checkbox"/> FM <input type="checkbox"/> TV	<i>COLLEGE STATION TX</i>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name CHRISTINE WALLACE		Street Address 4244 TAMU	
City COLLEGE STATION	State TX	Zip Code 77843	Telephone No. (979) 845-5611

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed.

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

SECTION I.

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? Yes No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.


CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed 	Name of Respondent JON BENNETT
Title STATION MANAGER	Telephone No. (include area code) 979-845 5611
Date MARCH 31, 2019	

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

SECTION II.

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

NAME CHRISTINE WALLACE	TITLE ADMINISTRATIVE COORDINATOR
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

SECTION III.

MID-TERM REPORT

Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.

EXHIBIT 1

FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

KAMU-TV/FM
EEO Public File Report
April 1, 2018 - March 31, 2019

I VACANCY LIST

Job Title & Vacancy Filled	Recruitment Sources Used to Fill Vacancy	Recruitment Source Referring Hirees
Program Assistant	Texas A&M University Employment Office Website	List Arttached

II MASTER RECRUITMENT SOURCE LIST

Recruitment Source Number	Recruitment Source Information	Source Entitled to Vacancy Notification?	No. of Interviews Referred by Recruitment Source over 12 month period
1	Texas A&M University Employment Office Web site	Y	0
2	HigherEdJobs	Y	0
3	Workintexas.com	Y	0
4	CURRENT Employee	Y	0
5	Friend	Y	0
6	Alabama A&M University	Y	0
7	Albuquerque Technical Vocational Institute	Y	0
8	Alcorn State University	Y	0
9	Allan Hancock College	Y	0
10	Arizona State University	Y	0
11	Bakersfield College	Y	0
12	Barry University	Y	0
13	Bennett College	Y	0
14	Bethune-Cookman University	Y	0
15	Brenau University	Y	0
16	Bryn Mawr College	Y	0
17	California State University, Bakersfield	Y	0
18	California State University, LA	Y	0
19	California State University, Northridge	Y	0
20	Cankdeska Cikana Community College	Y	0
21	Cedar Crest College	Y	0
22	Chatham University	Y	0
23	Chief Dull Knife College	Y	0
24	City Colleges of Chicago-Harry S. Truman College	Y	0
25	City Colleges of Chicago-Wilbur Wright College	Y	0
26	Clark Atlanta University	Y	0
27	Coastal Bend College	Y	0
28	College of St. Mary	Y	0
29	Community College of Denver	Y	0
30	Contra Costa College	Y	0
31	Coppin State University	Y	0
32	Crownpoint Institute of Technology	Y	0
33	CUNY-Borough of Manhattan Community College	Y	0

34	CUNY-City College of New York	Y	0
35	CUNY-Hostos Community College	Y	0
36	CUNY-Hunter College	Y	0
37	CUNY-Lehman College	Y	0
38	El Camino College Compton Center	Y	0
39	El Centro College	Y	0
40	Fisk University	Y	0
41	Florida A&M University	Y	0
42	Florida Memorial University	Y	0
43	Fort Valley State University	Y	0
44	Gavilan College	Y	0
45	Georgia Military College	Y	0
46	Hampton University	Y	0
47	Marcum College	Y	0
48	Harvard University	Y	0
49	Hollins University	Y	0
50	Howard University	Y	0
51	Immaculata university	Y	0
52	Imperial Valley College	Y	0
53	Jackson State University	Y	0
54	Langston university	Y	0
55	Lincoln University	Y	0
56	Lone Star College - Tomball	Y	0
57	Los Angeles Harbor College	Y	0
58	Los Angeles Mission College	Y	0
59	Los Angeles Trade - Technical College	Y	0
60	Los Angeles Valley College	Y	0
61	Mercy College	Y	0
62	Midland College	Y	0
63	Miles College	Y	0
64	Mississippi Valley State University	Y	0
65	Morehouse College	Y	0
66	Mount Holyoke College	Y	0
67	New Mexico Highlands University	Y	0
68	New Mexico State University	Y	0
69	Norfolk State University	Y	0
70	North Carolina Central university	Y	0
71	Northern New Mexico College	Y	0
72	Northwest Indian College	Y	0
73	Palo Alto College	Y	0
74	Paul Quin College	Y	0
75	Prairie View University	Y	0
76	Public Broadcasting Management Association	Y	0
77	Randolph College	Y	0
78	Rio Hondo Community College	Y	0
79	Rosemont College	Y	0
80	Samford University	Y	0

81	San Antonio College	Y	0
82	Santa Fe University of Art and Design	Y	0
83	Shaw university	Y	0
84	Shorter University	Y	0
85	Smith College	Y	0
86	Southwestern College	Y	0
87	Spelman College	Y	0
88	St. Phillip's College	Y	0
89	Stillman College	Y	0
90	Talladega College	Y	0
91	Tarleton State university	Y	0
92	Tennessee State University	Y	0
93	Texas A&M University - Kingsville	Y	0
94	Texas Southern University	Y	0
95	Texa State Technical College - Harlingen	Y	0
96	Tuskegee University	Y	0
97	Univesity of Arizona	Y	0
98	University of Arkansa at Pine Bluff	Y	0
99	University of California	Y	0
100	Univesity of California-Berkeley	Y	0
101	Univesity of Illinois at Urbana-Champaign	Y	0
102	University of LaVerne	Y	0
103	University of Maryland	Y	0
104	University of Miami	Y	0
105	University of New Mexico	Y	0
106	University of New Mexico - Valencia Campus	Y	0
107	University of Puerto Rico	Y	0
108	Univesity of Southern California	Y	0
109	Univesity of Texas at Browns - Texas Southernmost	Y	0
110	University of Texas at San Antonio	Y	0
111	University of Texas - El Paso	Y	0
112	University of Texas - Pan Ameican	Y	0
113	Univesity of the Virgin Island	Y	0
114	Vassar College	Y	0
115	Virginia State University	Y	0
116	Voorhees College	Y	0
117	Wellesley College	Y	0
118	Winston-Salem State University	Y	0
119	Xavier University of Louisiana	Y	0
120	WorkPlace Diversity	Y	0
121	Governor's Job Bank	Y	0
122	Job Fair	N/A	0

III RECRUITMENT INITIATIVES

Type of Recruitment Initiative	Brief Description of Activity
1 Hires and trains College Students to be part time production assistants and announcers for Television Production and radio announcing activities.	Students from local Universities and Colleges (Texas A&M and Blinn College) are afforded the opportunity to work and learn in a real broadcast environment.
2 University Career / Job Fairs	Texas A&M Human Resources, Representing KAMU-TV/FM and other University departments, Co-Sponsors a bi-annual Job Fair with the Bryan College Station Chamber of Commerce. Held each Spring and Fall. TAMU HR Participates in Job Fairs sponsored by the Brazos Valley Work Force Commission
3 Courses provided for Ethics and EEO Training	All EBS / KAMU employees are required to take on-line courses for Ethics and EEO. A grade of 100% correct answers is required to pass and receive credit for the course. EEO training must be taken every 24 months of employment.
4 Diversity Workshops	TAMU HR and EBS/KAMU Staff members participate in diversity workshops.
5 Scholarship Program	KAMU-TV/FM is a member of and financial supporter of the Texas Association of Broadcasters (TAB). The TAB through the Texas Broadcast Education Foundation (TBEF), makes available eight or more scholarships annually. The TBEF sends announcements for the annual scholarship awards and instruction for application to every institution of higher learning with a Journalism, Broadcast or TV/Radio department in the state of Texas.

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