

VilleCom

KSTV(FM), KSTV(AM), KYOX(FM), and KCOM(AM)

Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): **KSTV(FM)**, **KSTV(AM)**, **KYOX(FM)**, and **KCOM(AM)** and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning **April 1, 2016** to and including **March 31, 2017**

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) 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, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new 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.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information.

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

Section 1: Vacancy Information

During the period April 1, 2016 through March 31, 2017, VilleCom stations filled One (1) full time vacancies.

1. On-air Morning Show Host, (KSTV) filled December 01, 2016

Hiree was referred by website www.allaccess.com (KSTV FM).

Section Two: Recruitment Source List

April 1, 2016 through March 31, 2017

KSTV(FM), KSTV(AM), KYOX(FM) and KCOM(AM)

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total # of Interviewees this Source has Provided during the period	Full-Time Position for which this source was utilized
<p><u>Name of Source: KSTV & KYOX Recruitment Advertising on air</u></p> <p>Contact Person: Robert Elliott and Bob Haschke</p> <p>Address 3209 W. Washington</p> <p>Stephenville TX, 76401</p> <p>Telephone: (254) 968-2141</p> <p>Email: boots@villecom.net</p> <p>bhaschke@gmail.com</p>	0	On Air

<p><u>Name of Source: KYOX and KSTV Website</u></p> <p>Address: www.kyoxfm.com & www.kstvm.com</p> <p>Comanche, TX 76442</p> <p>Stephenville, TX 76401</p>	0	On air DJ (KSTV)
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<p><u>Name of Source: Texas Association of Broadcasters website-job board</u></p> <p>Contact Person: Craig Bean</p> <p>Telephone: (512) 322-9944</p>	1	On air DJ (KSTV)
<p><u>Name of Source:</u> <u>www.ALLACCESS.COM</u></p> <p><u>www.allaccess.com</u></p> <p>Station Manager made an account to post job openings.</p>	1	On air DJ (KSTV)

Total number of Interviews for all positions (2)

Section 3: Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Internship with Tarleton State University	VilleCom has an internship program with Tarleton State University. An intern was hired on a part time basis who reports weekly to the radio station.
Commercials on all 4 stations	All 4 radio stations have recruiting ads that run weekly.
(3) Job Fairs	Sales Manager and Full Time Employee attended 3 different jobs fairs. <ul style="list-style-type: none">(1) Sept 15, 2016 TSU Job Fair attended by Sales Manager(2) Oct 05, 2016 TSU Fall Job Fair attended by Sales Manager(3) Jan 26, 2017 Spring Job Fair attended by full time employee.