

KKYS(FM), KAGG(FM), KNFX-FM, KVJM(FM)
EEO PUBLIC FILE REPORT
April 1, 2012 - March 31, 2013

I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hire
Account Executive	1, 6-7, 11, 14, 20-21, 23	21
KVJM On-Air/Assistant Program Director	2, 6-7, 14*	14
Account Executive	1, 6-7, 11, 14, 20-21, 23	1
KAGG On-Air/Assistant Program Director	6-7, 11, 14*	11

* Exigent Circumstances

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	On-Air Announcements (<i>one or more SEU stations</i>)	N	1
2	All Access Website www.Allaccess.com	N	2
3	Prairie View A&M Ms Shadia Washington Box 66 Prairie View, TX 77446 936-857-2055	N	0
4	Texas A&M University ATTN: Katie Leatherwood John J Koldus Bldg., Suite 209 M.S. 1233 College Station Tx 77843 979-845-5139 www.hireaggies.tamu.edu	N	0
5	Blinn College Job Placement Coordinator Box 6030 Bryan, Tx 77805-6030 979-209-7542 www.collegecentral.com/blinncollege	N	0
6	Station Websites (<i>one or more SEU stations</i>)	N	0
7	Clear Channel Careers Website www.clearcareers.com	N	5
8	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045-2001	N	0
9	La Voz Hispana Newspaper ATTN: Jesus Marcano PO Box 1774 Bryan, Texas 77806 979-822-0503	N	0
10	Sam Houston State University Dan Rather Communications Building SHSU Box 2207 Huntsville, Texas 77341	N	0
11	Word-of Mouth Referral	N	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
12	Texas Workforce Commission (vacancy postings online and at workforce center) www.Workintexas.com	N	0
13	Aggielandhelpwanted.com (<i>regional job bank website</i>)	N	0
14	Texas Association of Broadcasters www.TAB.org 502 East 11 th Street Suite 200 Austin, Texas 78701 512-322-9944 Craig Bean	N	1
15	Society of Broadcast Engineers www.SBE.org	N	0
16	Country Aircheck www.countryaircheck.com	N	0
17	Best In Texas Magazine 2500 Tanglewilde Suite 106 Houston, Texas 77063 713-952-9221	N	0
18	Radio Ink Magazine www.radioink.com	N	0
19	Billboard Magazine www.billboard.com	N	0
20	Bryan-College Station Chamber of Commerce PO Box 3579 Bryan, Texas 77805 Bschamber.org 979-260-5200	N	0
21	Walk In/Self Referral	N	1
22	Advantage Resourcing 1101 University Ste 100 College Station, TX 979-268-4242 Attn: Jessica Gilmore	N	0
23	Craig's List College Station http://collegestation.craigslist.org	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			12

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program (Summer 2012)	From June 1, 2012 through August 1, 2012, our SEU hosted two interns from Texas A&M University. These students learned about and experienced careers in broadcasting by working with our traffic, sales and programming departments. The interns assisted our Program Directors at events, went on sales calls with Account Executives, and prepared station traffic logs with our Traffic Director. The interns were supervised by our Business Manager, Director of Sales, Program Directors and Engineer.
2	Participation in Job Fair	On April 11, 2012, our SEU participated in the Bryan/College Station Chamber of Commerce job fair at Hilton of College Station. Approximately 200 job seekers attended the event. Station participants included our Business Manager and Director of Sales.
3	Internship Program (Fall 2012)	From September 1, 2012 through December 10, 2012, our SEU hosted an intern from Texas A&M University. This student learned about and experienced careers in broadcasting by working with our traffic, sales and programming departments. The intern assisted our Program Directors at events, went on sales calls with Account Executives, and prepared station traffic logs with our Traffic Director. The intern was supervised by our Business Manager, Director of Sales, Program Directors and Engineer.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
4	Internship Program (Spring 2013)	From January 13, 2013 through the end of the reporting period, our SEU hosted an intern from Texas A&M University. This student learned about and experienced careers in broadcasting by working with our traffic, sales and programming departments. The intern assisted our Program Directors at events, went on sales calls with Account Executives, and prepared station traffic logs with our Traffic Director. The intern was supervised by our Business Manager, Director of Sales, Program Directors and Engineer.
5	Participation in Job Fair	On February 13, 2013, our SEU participated in the Texas A&M University Liberal Arts Career Fair at The Rudder Complex. Station participants included our Business Manager and two Program Directors.
6	Participation in Job Fair	On March 22, 2013, our SEU participated in the Travis B. Bryan High School Career Expo for more than 1,250 students at Travis B. Bryan High School. Station participants included our Account Executives and Administrative Assistant.