

BROWN COUNTY BROADCASTING CO.

dba: KOXE FM & KBWD AM

BROWNWOOD, TX

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 KOXE FM and KBWD AM and is required to be placed in the public inspection files of these stations and posted on their website.

The information contained in this Report covers the time period beginning **March 22, 2023** to and including **March 21, 2024** (the “Applicable Period”).

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.

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 **March 22, 2023 through March 21, 2024**, Brown County Broadcasting Co. hired no full time employees.

Section 2: Recruitment Source List

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	Did recruitment source request notification?
<u>Texas Association of Broadcasters</u> Teresa McAnally 502 E. 11 th Street, Suite 200 Austin, TX 78701 (512) 322-9944	9	On Air Staff	No
<u>Brownwood Bulletin</u> Classified Advertising 700 Carnegie, Brownwood, TX 76801 325-646-2541	0		No
<u>San Angelo Standard Times</u> Classified Advertising 2530 University Ave., San Angelo, TX 76904 325-949-8428	0		No
<u>Abilene Reporter</u> Classified Advertising 101 Cypress St., Abilene, TX 79601 325-673-4271	0		No

<u>Texas Workforce Commission</u> Betty Jones 2202 Hwy 377 South Brownwood, TX 76801 325-646-1591	0		No
<u>Local Radio Ads (KOXE & KBWD)</u> 300 Carnegie Brownwood, TX 76801 325-646-3505 Bonnie Dillard	6	On Air Staff	No
<u>Indeed.com</u> Indeed.com 480-327-4304	94 Applications Received	On Air Staff	No
<u>Walk-Ins</u>	2	On Air Staff	No

Total number of interviewees referred: For the period from **March 22, 2022 to March 21, 2024**, this Employment Unit received applications from **115** interviewees for full-time job vacancies.

Section 3: Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
<u>Internship with Howard Payne University</u> Dr. Julie Welker 1000 Fisk Brownwood, TX 76801 325-649-8517	KOXE and KBWD have an internship program open to college students. Information regarding internship opportunities are given to HPU and posted on our website in the fall of each year. We had 1 intern for the spring semester 2017.
<u>Texas Workforce Commission Brownwood Office</u> Betty Jones 2202 Hwy 377 South Brownwood, TX 76801 325-646-1591	Brown County Broadcasting has an ongoing relationship with this organization. When the commission is notified of a person that is unemployed, the station receives job applications for potential hire of a person.

<p><u>Annual Brownwood Area Chamber of Commerce Business Showcase</u></p> <p>Kandice Harris – Chamber Director 325-646-9535 brownwoodchamber.org</p>	<p>Every year in September the Brownwood Area Chamber of Commerce holds a Business Showcase at the Brownwood Coliseum. KOXE/KBWD staff man a booth to provide applications for employment and to answer any questions about the operations of a radio station to any person who is interested in working in a radio station.</p>
<p><u>Advancement to Higher Position Within Co.</u></p> <p>Mitchell Dillard 300 Carnegie, Brownwood, TX 76801 325-646-3505</p>	<p>Employees at KOXE/KBWD are always informed when an advancement within the company is available for their consideration.</p>
<p><u>Texas Association of Broadcasters</u></p> <p>Teresa McAnally 502 E. 11th Street, Suite 200 Austin, TX 78701 512-322-9944</p>	<p>When a vacancy occurs we post the job opening in this publication that is available on-line and viewed by prospectives all over the country.</p>

KOXE FM and KBWD AM

Is an Equal Opportunity and Affirmative Action Employer

<p>Mailing Address:</p> <p>PO Box 280 Brownwood, TX 76804</p> <p>Physical Address:</p> <p>300 Carnegie Brownwood, TX 76801</p>	<p>Telephone Number: (325) 646-3505</p> <p>Fax Number: (325) 646-2220</p>
	<p>Contact Person/Title:</p> <p>Mitchell Dillard / Recruitment Coordinator</p>
	<p>E-Mail Address:</p> <p>mdillard@koxe.com</p>

