

**KKYS(FM), KAGG(FM),KNFX(FM, KVJM(FM)
EEO PUBLIC FILE REPORT
April 1, 2014-March 31, 2015**

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-4, 12	11
Program Director	1-4, 12	0

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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 (KAGG FM/KKYS FM/KNFX FM/KVJM FM)	No	0
2	www.Allaccess.com	No	0
3	Prairie View A&M ATTN: Ms. Shadia Washington Box 66 Prairie View, TX 77446 936) 857-2055	No	0
4	Texas A & M University ATTN: Katie Leatherwood John J Koldus Bldg, Ste 209 M.S. 1233 College Station, TX 77843 979) 845-5139 www.hireaggies.tamu.edu	No	5
5	Blinn College/Job Placement Coordinator Box 6030 Bryan, TX 77805-6030 979) 209-7542 www.collegecentral.com/blinncollege	No	0
6	Station websites (www.aggie96.com ; www.mix1047.com ; www.995thefox.com ; www.kiss1031.com)	No	0
7	iHeart Media/Clear Channel website (https://careerchannel.silkroad.com)	No	0
8	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045-2001	No	0
9	La Voz Hispana Newspaper ATTN: Jesus Marcano PO Box 41774 Bryan, TX 77806 979) 822-0503	No	0
10	Sam Houston State University Academic Building IV, Ste 210 1921 Avenue J, SHSU Box 2238 Hunstville, TX 77341-2238 www.whwu.edu/careerservices	No	0
11	Word of Mouth Referral/Walk In/Self-Referral	No	3
12	Texas Workforce Commission (vacancy postings online and at workforce center) www.Workintexas.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
13	Aggielandhelpwanted.com (regional job bank website)	No	0
14	www.TAB.org Craig Bean/Texas Association of Broadcasters 502 East 11 th St Ste 200 Austin, TX 78701 512) 322-9944	No	0
15	www.SBE.org	No	0
16	Country Aircheck	No	0
17	Best in Texas Magazine 2500 Tanglewilde Ste 106 Houston, TX 77063 713) 952-9221	No	0
18	Radio Ink	No	0
19	Bryan/College Station Chamber of Commerce PO Box 3579 Bryan, TX 77805 Bcschamber.org 979) 260-5200	No	0
20	Jessica Gilmore/Advantage Resourcing 1101 University Ste 100 College Station, TX 979) 268-4242	No	0
21	Craig's List	No	0
22	Patricia Barron/Career Coordinator Texas A&M Career Center College of Liberal Arts pbarron@tamu.edu 979)845-5139	No	0
23	Nancy Street/Instructional Professor Director Texas A&M University Department of Communications Undergraduate Program n-street@neo.tamu.edu	No	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			8

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Established intern program designed to assist qualified community participation	The interns worked in all departments including: traffic, sales and programming. The intern experienced and learned about careers in broadcasting by working our events with the program directors going out on sales calls with our account executives and working station traffic logs with our traffic director. Texas A &M University Spring interns worked from January 2014 to May 2014.
2	Established intern program designed to assist qualified community participation	The interns worked in all departments including: traffic, sales and programming. The intern experienced and learned about careers in broadcasting by working our events with the program directors going out on sales calls with our account executives and working station traffic logs with our traffic director. Texas A &M University Fall interns worked from September 2014 to December 2014.
3	Participation in Job Fairs	The Bryan/College Station Chamber of Commerce hosted a job fair on April 16, 2014 at Hilton of College Station. Over 200 people were in attendance. Hiring for Account Executive and KAGG Program Director. Business Manager, Account Executive and Administrative Assistant were in attendance. Clear Channel/Bryan, now iHeartMedia/Bryan was a media sponsor of the Job Fair.
4	Provide Training to Management-Level Personnel As to Methods of Ensuring Equal Employment Opportunity & Preventing Discrimination.	On March 26, 2015 our Market Controller participated in an online training program provided by iHeart Media corporate entitled "Valuing Diversity". These programs covered EEO and non-discrimination issues.