

**KKYS(FM), KAGG(FM), KNFX-FM, KVJM(FM)  
EEO PUBLIC FILE REPORT  
April 1, 2013 - March 31, 2014**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hire</b>
Account Executive	1.6.7.11.12.14.20.21.23.	21.
Traffic Director	1.6.7.12.14.20.24.	12.
KKYS Program Director/On Air Talent	2.6.7.14.20.	
General Sales Manager	6.7.14.	7.
Account Executive	1.6.7.11.12.14.20.21.23.	7.
Account Executive	1.6.7.11.12.14.20.21.23.	7.
Account Executive	1.6.7.11.12.14.20.21.23.	7.
Account Executive	1.6.7.11.12.14.20.21.23.	7.
Account Executive	1.6.7.11.12.14.20.21.23.	7.
Account Executive	1.6.7.11.12.14.20.21.23.	6.
Account Executive	1.6.7.11.12.14.20.21.23.	

\*National Association of Hispanic Journalists removed from source list-started charging for postings in the form of an NAHJ membership fee before an SEU can receive free postings. Removed 7/16/09  
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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>KAGG-FM*KKYS-FM*KNFX-FM*KVJM-FM</i> )	N	3
2	www.Allaccess.com	N	
3	Prairie View A&M ATTN: Ms Shadia Washington Box 66 Prairie View, TX 77446 936-857-2055	N	
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	
5	Blinn College Job Placement Coordinator Box 6030 Bryan, Tx 77805-6030 979-209-7542 www.collegecentral.com/blinncollege	N	
6	Station websites ( <a href="http://www.aggie96.com">www.aggie96.com</a> ; <a href="http://www.mix1047.com">www.mix1047.com</a> ; <a href="http://www.995thefox.com">www.995thefox.com</a> ; <a href="http://www.kiss1031.com">www.kiss1031.com</a> )	N	11
7	Clear Channel Website <a href="https://careerchannel.silkroad.com">https://careerchannel.silkroad.com</a>	n	28
8	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045-2001	n	
9	La Voz Hispana Newspaper ATTN: Jesus Marcano PO Box 1774 Bryan, Texas 77806 979-822-0503	n	

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
10	Sam Houston State University Academic Building IV, Suite 210 1921 Avenue J, SHSU Box 2238 Huntsville, Texas 77341-2238 <a href="http://www.shsu.edu/careerservices">www.shsu.edu/careerservices</a>	n	
11	Word-of Mouth Referrals	n	
12	Texas Workforce Commission (vacancy postings online and at workforce center) <a href="http://www.Workintexas.com">www.Workintexas.com</a>	n	4
13	<a href="http://Aggielandhelpwanted.com">Aggielandhelpwanted.com</a> (regional job bank website)	N	
14	<a href="http://www.TAB.org">www.TAB.org</a> 502 East 11 <sup>th</sup> Street Suite 200 Austin, Texas 78701 512-322-9944 Attn Craig Bean	N	3
15	<a href="http://www.SBE.org">www.SBE.org</a>	N	
16	Country Aircheck	N	
17	Best In Texas Magazine 2500 Tanglewilde Suite 106 Houston, Texas 77063 713-952-9221	N	
18	Radio Ink	N	
19	Billboard Magazine	N	
20	Bryan/College Station Chamber of Commerce PO Box 3579 Bryan, Texas 77805 <a href="http://Bschamber.org">Bschamber.org</a> 979-260-5200	N	
21	Walk In/Self Referral	N	2
22	Advantage Resourcing 1101 University Ste 100 College Station, TX 979-268-4242 Attn: Jessica Gilmore	N	
23	Craig's List	N	
24	Texas A&M Career Center Attn Patricia Barron-Career Coordinator-College of Liberal Arts <a href="mailto:Pbarron@tamu.edu">Pbarron@tamu.edu</a> 979-845-5139	N	

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
25	Texas A&M University Department of Communications Undergraduate Program Nancy Street Instructional Professor Director <a href="mailto:n-street@neo.tamu.edu">n-street@neo.tamu.edu</a>	N	
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>51</b>

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Establishment of an intern program designed to assist members of the community	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. Summer Intern worked from June 1 <sup>st</sup> -August 2 <sup>nd</sup> 2013- Texas A&M University
<b>2</b>	Establishment of an intern program designed to assist members of the community	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. Summer Intern worked from June 1 <sup>st</sup> -August 2 <sup>nd</sup> 2013- Texas A&M University
<b>3</b>	Participation in Job Fairs	The Bryan/College Station Chamber of Commerce hosted a job fair on April 16, 2013 at Hilton of College Station. Over 200 people were in attendance. Hiring for account executive, traffic director and sales manager. Business Manager, Account Executive and Administrative Assistant were in attendance. Clear Channel Bryan was a media sponsor of the Job Fair.
<b>4</b>	Establishment of an intern program designed to assist members of the community	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. Fall Intern worked from August 27 <sup>th</sup> -December 6 <sup>th</sup> -Texas

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		A&M University
5	Establishment of an intern program designed to assist members of the community	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. January 15 <sup>th</sup> - May 3 <sup>rd</sup> 2013, Spring Intern 2013-Texas A&M University
6	Participation in Job Fairs	Texas A&M Liberal Arts Career Fair was held on Wednesday, February 12 <sup>th</sup> . 58 companies were represented at the job fair. Over 800 graduating seniors and undergraduates participated in the career fair. Hiring for account executives and summer & fall interns. Business Manager, Senior Account Executive and Spring Intern were in attendance.
7	Establishment of an intern program designed to assist members of the community	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. January 21 <sup>st</sup> - May 2 <sup>nd</sup> 2014, Spring Intern 2014-Texas A&M University
8	Establishment of an intern program designed to assist members of the community	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. January 21 <sup>st</sup> May 2 <sup>nd</sup> 2014, Spring Intern 2014-Blinn College
9	Participation in Job Fairs	Texas A&M Athletics Career Fair was held on Monday, February 24 <sup>th</sup> . 61 companies were represented at the job fair. Over 200 graduating seniors and undergraduates participated in the career fair. Hiring for account executives and summer & fall interns. Business Manager, Senior Account Executive and Spring Intern were in attendance.

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